



# EMPLOYMENT TRIBUNALS

Claimant: Mr P Thomas  
Respondent: Epsom Car Care Ltd

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the London South Employment Tribunals on 23 January 2024. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,930.46 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £3,246.16 gross as the claimant worked for the respondent for 4 years and is therefore entitled to 4 weeks' notice.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £3,858. This has been calculated as follows: the claimant was 49 years old when he was made redundant and had worked for the respondent for 4 years at the time of his dismissal. He is therefore entitled to £3,858 gross.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,281.20 gross.
6. The respondent must pay the claimant **£11,315.82** in total.
7. The hearing listed on **16 August 2024** is vacated.
8. The claimant must account to HMRC for any sums he owes it in respect of any sums received from the respondent pursuant to this judgement.

Employment Judge Ramsden

Date: 12 June 2024

Judgment sent to parties on:  
14<sup>th</sup> June 2024

For the Tribunal Office