



# EMPLOYMENT TRIBUNALS

**Claimant:** Matthew Robinson

**Respondent:** OPTO 24/7 Ltd

**Heard at:** Birmingham Employment Tribunal (by CVP)

**On:** 13 August 2024

**Before:** Employment Judge Boyle

## Representation

Claimant: in person

Respondent: did not attend and was not represented

# JUDGMENT

## Employment Tribunal Rules of Procedure 2013 – Rule 21

1. The claim was issued in Birmingham Employment Tribunal on 10 March 2024. The respondent failed to present a valid response in time. The Employment Judge has decided, following receipt of further information from the claimant today, that a determination can be made of the claim in accordance with rule 21 of the Rules of Procedure.
2. The claimant's claim for unfair dismissal is well founded.
3. The claimant's claim for notice pay is well founded.
4. The claimant's claim for accrued but unpaid holiday pay is well founded.
5. The respondent is ordered to pay to the claimant the sum of £26,513.74. This is comprised as follows:
  - a. Basic award of £964.50
  - b. Compensatory award of £24,086.04 which breaks down as follows:
    - i. Past losses of £ 17,124.24
    - ii. Future losses of £6,961.80
  - c. Compensation for accrued but unpaid holiday pay totalling £963.20 (gross)
  - d. Compensation for loss of statutory rights of £500
6. No compensation was awarded for notice pay as this was covered by the compensatory award.

**Employment Judge Boyle**

Date 13 August 2024

**Notes**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>