



EMPLOYMENT TRIBUNALS

Claimant: Mr. M Coles

Respondent: Unique Fire Protection Limited

JUDGMENT

Employment Tribunals (Constitution & Rules of Procedure Regulations 2013 – Rule 21

1. The claim was issued in the Midlands East Employment Tribunals on 17th June 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 in accordance with Rule 21 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013.
2. The Respondent has made unauthorised deductions from the Claimant's wages and must pay to the Claimant **£587.15** net in respect of outstanding salary for February and March 2024.
3. The Respondent has made a further unauthorised deductions from the Claimant's wages and must pay the Claimant **£2,520.00** net in respect of outstanding salary for April 2024.
4. The respondent has made a further unauthorised deductions from the Claimant's wages and must pay the Claimant **£928.00** gross in respect of outstanding overtime.
5. The Claimant was dismissed in breach of contract in respect of notice and the Respondent must pay damages to the Claimant of **£2,520.00**.
6. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£1,894.68**.
7. The Respondent has failed to pay the Claimant's holiday entitlement and must pay to the Claimant the sum of **£1,085.15**.
8. The Respondent must pay to the Claimant **£9,534.98** in total.
9. The hearing listed on **18th October 2024** is cancelled.

Employment Judge Heap

Date: 17th August 2024