



EMPLOYMENT TRIBUNALS

Claimant: Mr. MS Mohideen

Respondent: Spring Healthcare Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The first claim was issued in the Midlands Employment Tribunals on 19th September 2023. The second claim was issued in the North West Employment Tribunal and transferred to Midlands East where both sets of proceedings were consolidated. The Respondent has failed to present a valid response to either claim 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. This Judgment deals with the sums owed and which are Ordered to be paid by the Respondent to the Claimant in respect of both claims.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£175.00** gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£382.14**.
4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£1,199.92**.
5. No complaint is now advanced in respect of unpaid redundancy pay and that complaint is treated as withdrawn and dismissed accordingly.
6. The respondent must pay the claimant **£1,757.06** in total.

Employment Judge Heap

Date: 24th October 2024