



EMPLOYMENT TRIBUNALS

Claimant: Mr S Thomas

Respondent: Recyclabox Limited

Heard at: Cardiff (hybrid)

On: 7 February 2025

Before: Employment Judge R Evans

Representation

Claimant: In person (attended via Cloud Video Platform)

Respondent: Did not attend

JUDGMENT

1. An *Employment Tribunal Rules (ETR) 2013 rule 21* judgment was promulgated on 17 October 2024 upholding the Claimant's complaints (subject to remedy) for:
 - a. a redundancy payment; and
 - b. statutory annual leave.
2. The Claimant's claim for notice pay is well-founded and upheld.
3. The Claimant's claim for unpaid wages is also well-founded and upheld.
4. The Claimant's complaint for unfair dismissal is dismissed upon him having withdrawn it.
5. The Respondent is ordered to pay to the Claimant **£2,976.90** by way of redundancy payment.
6. The Respondent is ordered to further pay to the Claimant **£1,954.00** which is calculated as follows:
 - a. £496.15 by way of statutory holiday pay;

- b. £496.15 by way of unpaid wages;
 - c. £1,984.60 by way of notice pay; and
 - d. less the sum of £1,022.90 paid to the Claimant on or around 30 June 2024.
7. The sums at paras 5 and 6 are the net sums.
8. The total to be paid by the Respondent to the Claimant is **£4,930.90** which is the net amount.

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Signed by Employment Judge R Evans

7 February 2025

JUDGMENT SENT TO THE PARTIES ON

11 February 2025

Kacey O'Brien

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.