



EMPLOYMENT TRIBUNALS

Claimant: James Humphrey

Respondent: Ecoserv FM Group Ltd

Heard at: Bristol (by CVP)

On: 21 February 2025

Before: Employment Judge Sanger

REPRESENTATION:

Claimant: Mr Dunkley (Solicitor)

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint that the respondent was in breach of contract by failing to pay the claimant a contractual redundancy payment is well-founded and the respondent shall pay the claimant a redundancy payment of **£6,751.50** under section 163 Employment Rights Act 1996.
2. The complaint of breach of contract in relation to notice pay is well-founded and the respondent shall pay the claimant the net sum of **£25,000** as damages for breach of contract.
3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended. The respondent shall pay the claimant accrued gross holiday pay of **£1,614.20**.
4. The complaint of breach of contract in relation to the claimant's car allowance is well-founded and the respondent will pay the claimant the gross sum of **£3,600**.
5. The recoupment provisions do not apply.

B Sanger

Employment Judge Sanger
28 February 2025

Judgment sent to the parties on
24 March 2025 By Mr J McCormick

For the Tribunal

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.