



EMPLOYMENT TRIBUNALS

Claimant: Mr R Ferguson

Respondent: Heath Associates Limited

JUDGMENT

1. The claim was presented in the Bristol Employment Tribunal on 17 July 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, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £7560.00 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £4883.15.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £3392.34.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £193.05.
6. The respondent must pay the claimant **£16,028.54** in total.

Approved by:

Employment Judge Livesey
26 March 2025

JUDGMENT SENT TO THE PARTIES ON
16 April 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE