



EMPLOYMENT TRIBUNALS

Claimant: Mr A N Simpson

Respondent: Ingenia Resourcing & Recruitment Limited

Heard at: Newcastle (by CVP)

On: 17 March 2025

Before: Employment Judge Heather

REPRESENTATION:

Claimant: in person

Respondent: no attendance and no representation

JUDGMENT

The judgment of the Tribunal is as follows:

Notice Pay

1. The complaint of breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant **£2,000** (two thousand pounds) as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Holiday Pay

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.
4. The respondent shall pay the claimant **£1,230.80** (one thousand, two hundred and thirty pounds and eighty pence). The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

5. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£1,384.59** (one thousand, three hundred and eighty four pounds and fifty nine pence).

Approved by:
Employment Judge Heather
17 March 2025

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 51) 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.