



# EMPLOYMENT TRIBUNALS

**Claimant:** P Miller

**Respondent:** IMS Energy Limited

**Heard at:** Newcastle (by CVP)

**On:** 30 April 2025

**Before:** Employment Judge Aspden

## REPRESENTATION:

**Claimant:** In person

**Respondent:** no attendance

# JUDGMENT

The judgment of the Tribunal is as follows:

## Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in August 2024.
2. The respondent shall pay the claimant **£2,430.00**, which is the gross sum deducted.

## 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 **£1,836.00**.

## Redundancy Payment

5. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£4,200.00**.

## Failure to give notice

6. The complaint of breach of contract in relation to the failure to give notice of termination is well-founded.
7. The respondent shall pay the claimant **£4,446.00** 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.

## Employee pension contributions

8. The complaint of breach of contract in relation to the deduction of employee pension contributions and failure to pay them to the pension provider is well-founded.
9. The respondent shall pay the claimant **£1,800.00** as damages for breach of contract.

## Employer pension contributions

10. The complaint of breach of contract in relation to the failure to pay employer pension contributions is well-founded.
11. The respondent shall pay the claimant **£1,270.00** as damages for breach of contract.

**Approved by:**  
**Employment Judge Aspden**  
**30 April 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.