



EMPLOYMENT TRIBUNALS

Claimant: Mr J Underwood

Respondent: Bentley Fencing Limited

Heard at: Sheffield by video

On: 4 April 2025

Before: Employment Judge Tegerdine

Representation

Claimant: Mr R Beasley (lay representative)

Respondent: Did not attend

JUDGMENT ON REMEDY

The Tribunal issued a judgment upholding the claimant's complaints on 14 March 2025 in accordance with rule 22 of the Employment Tribunals Rules of Procedure. The Tribunal now makes the following awards in respect of the claimant's complaints.

The judgment of the Employment Tribunal is that:

1. The respondent is ordered to pay to the claimant the gross sum of **£1,974.00** for unauthorised deduction from wages in respect of unpaid wages between 9 August – 30 August 2024;
2. The respondent made an unauthorised deduction from the claimant's wages by failing to pay claimant for holiday accrued but not taken on the date the claimant's employment ended. The respondent is ordered to pay to the claimant the gross sum of **£1,579.20** in respect of 12 days' accrued but untaken holiday for the period between the start of the holiday year on 1 January 2024 and the termination date of 30 August 2024 (12 days x £131.60 per day);
3. The respondent is ordered to pay to the claimant gross notice pay of **£7,896.00** (12 weeks' statutory notice x £658 per week); and
4. The respondent is ordered to pay to the claimant a statutory redundancy payment of **£19,740.00** (20 yrs x 1.5 x £658 per week).

The respondent is ordered to pay the sums due to the claimant on or before 20 April 2025.

Employment Judge Tegerdine

Date 4 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.