



EMPLOYMENT TRIBUNALS

Claimant: Mr M Lain

Respondent: Redd Brick Recruitment Ltd

Heard at: Birmingham (CVP) **On:** 1 July 2025

Before: Employment Judge Edmonds

Representation

Claimant: In person

Respondent: Miss G Cook, owner

JUDGMENT

1. The complaint of breach of contract in relation to notice pay is well founded. The respondent shall pay the claimant **£2,314.75** as damages for breach of contract. This has been calculated on the basis of one month's pay of £3,541.67 less two days notice already paid (at £163.46 per day), less a £900 rebate which the respondent was entitled to deduct from the notice payment. This figure has been calculated using gross pay to reflect that it is Post Employment Notice Pay.
2. The complaint in relation to holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay him for five days holiday accrued but not taken on the date his employment ended. The respondent shall pay the claimant **£817.30** (5 x £163.46). This figure has been calculated on a gross basis as tax will need to be paid on it.
3. The respondent will be entitled to deduct tax and national insurance from the sums above so that the claimant receives the net value of the payments.

Approved by:

Employment Judge Edmonds
1 July 2025

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/