



EMPLOYMENT TRIBUNALS

Claimant: C Nicholson

Respondent: Ignite Services and Response Ltd

JUDGMENT

1. 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 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 **£2,242.57** gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£4,200.00** (7 full years' service is 7 weeks' notice @ £600.00 per week).
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£6,300.00** (7 full years' service @£600 per week x 1.5)
5. The respondent must pay the claimant **£12,742.57** in total.

Approved by:

Regional Employment Judge Franey

16 July 2025

JUDGMENT SENT TO THE PARTIES ON

22 July 2025

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6005611/2025**

Name of case: **C Nicholson** v **Ignite Services and
Response Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 22 July 2025

the calculation day in this case is: 23 July 2025

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office