



EMPLOYMENT TRIBUNALS

Claimant: J Lea

Respondent: Digital Connections Limited

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 19 February 2025. 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, or part of it, 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 **£1,721.42** net.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£1,096.15** (being the two weeks lost earnings from the date of termination until commencement of new employment).
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£7947.01** (1 week for every complete year of service when the claimant was aged between 22 and 41: $10 \times 1 \times £ 548.07$ weekly pay before tax = £5,480.70, plus 1.5 weeks' pay for each full year when the claimant was aged 41 or older; $3 \times 1.5 \times £548.07 = £2,466.31$. Total: £5,480.70 + £2,466.31 = £7,947.01).
5. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended. The respondent must pay the claimant **£710.96**.
6. The respondent must pay the claimant **£11,475.54** in total.
7. The parties need to be aware that the award is part gross and part net. The claimant will be responsible for paying any tax liabilities arising out of the gross award if they receive the gross figure and tax is not deducted from source.

Approved by:

Employment Judge Phil Allen

1 July 2025

JUDGMENT SENT TO THE PARTIES ON

25 July 2025

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6005560/2025**

Name of case: **J Lea** v **Digital Connections
Limited**

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: 25 July 2025

the calculation day in this case is: 26 July 2025

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

For the Employment Tribunal Office