



# EMPLOYMENT TRIBUNALS

**Claimant:** T Davies

**Respondent:** Certa Precision Engineering Limited

## JUDGMENT

The claim was presented in the Leeds Employment Tribunal on 09 January 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.

1. The claim of unfair dismissal is well-founded and succeeds.
2. The claim of wrongful dismissal (notice pay) is well-founded and succeeds.
3. The claim of failure of the respondent to pay a statutory redundancy payment is well-founded and succeeds.
4. The claim of failure of the respondent to pay holiday pay is well-founded and succeeds.
5. The claim of failure of the respondent to provide a written statement of terms and conditions, contrary to Section 1 of the Employment Rights Act 1996 is well-founded and succeeds.

## NOTES

6. The compensation for unfair dismissal, failure of the respondent to comply with Section 1 of the Employment Rights Act 1996 and the damages to which the claimant is entitled to for wrongful dismissal (notice pay), statutory redundancy payment and holiday pay will be determined at a Remedy Hearing. A notice of the Remedy Hearing will be sent separately. The respondent will only be entitled to take part in this hearing to the extent permitted by the Employment Judge who hears the case.

**Employment Judge Singh**  
**31<sup>st</sup> July 2025**