



EMPLOYMENT TRIBUNALS

Claimant: Mr M Thomas

Respondent: Retox Digital Ltd

JUDGMENT ON LIABILITY

The claim was presented in the Newcastle Employment Tribunal on 16 April 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 breach of contract in respect of notice is well-founded and succeeds.
3. The claim of failure to pay a statutory redundancy payment is well-founded and succeeds.
4. The claim of holiday pay is well-founded and succeeds.

NOTES

The amounts due to the Claimant in respect of these claims will be determined at the hearing on 21 August 2025, which is converted to a Remedy Hearing. The respondent will only be entitled to take part in this hearing to the extent permitted by the Employment Judge who hears the case.

Approved by:

Employment Judge Sweeney

23 July 2025