



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Davies

**Respondent:** Certa Precision Engineering Limited

**Heard at:** Leeds (by CVP)

**On:** 4 August 2025

**Before:** Employment Judge Themistocleous

## Representation

**Claimant:** Mr T Benjamin, Counsel

**Respondent:** Did not attend

# JUDGMENT

1. The Claimant was dismissed by the Respondent by reason of redundancy and is entitled to a statutory redundancy payment in the sum of £1795.
2. The complaint of Unfair Dismissal pursuant to section 98 of the Employment Rights Act 1996 is well founded. No additional basic award is due in light of the decision in paragraph 1 above. The Respondent is ordered to pay £12,515.47 as a compensatory award. The Recoupment Regulations apply to this judgment. The prescribed period for the purpose of the Recoupment Regulations is from 20 September 2024 until 1 February 2025 and the prescribed element amounts to £12,515.47.
3. The complaint of breach of contract (notice pay) is well founded. The Respondent is ordered to pay to the Claimant the gross sum of £1026, from which any applicable statutory deductions will fall to be made.
4. The complaint of failure to provide 1 statement of terms and conditions is well founded. The Respondent is ordered to pay to the Claimant the sum of £2052 (4 week's pay).
5. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 in relation to holiday pay is well-founded. The Respondent made an unauthorised deduction from the Claimant's pay in respect of 2.5 weeks accrued but untaken holiday

in the 2024 leave year. The Respondent is ordered to pay to the Claimant the gross sum of £2255.97 deducted from pay, from which any applicable statutory deductions will fall to be made.

Employment Judge Themistocleous

18 August 2025

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>