



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr Z Grudziecki
(2) Mr P Lichon

Respondent: New Pro Foundries Limited

Heard at: Watford

On: 29 September 2025

Before: Employment Judge Dick

Representation

Claimant: Mrs M Gadek (a friend of the first claimant); the second claimant did not attend and was not represented

Respondent: The respondent did not attend and was not represented

JUDGMENT

1. Under section 163 Employment Rights Act 1996 it is determined that the first claimant is entitled to a redundancy payment of £ 9,600, which the respondent shall pay to the first claimant.
2. The first claimant's complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the first claimant's wages by failing to pay him for holidays accrued but not taken on the date his employment ended. The respondent shall pay the first claimant £ 1,680, being 14 days' pay. The first claimant is responsible for paying any tax or National Insurance.
3. The first claimant's complaint of breach of contract in relation to notice pay is well-founded. The respondent shall pay the first claimant £ 5,400 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
4. There was insufficient evidence available for the Tribunal to determine the second claimant's claim. Orders have been made separately about that.

Approved by:

Employment Judge Dick
29 September 2025

JUDGMENT SENT TO THE PARTIES
ON

15 October 2025

.....
FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/