



EMPLOYMENT TRIBUNALS

Claimant: I Mottershead

Respondent: ESPO Ltd

Heard at: Manchester, by video platform

On: 30 September 2025

Before: Employment Judge Batten (sitting alone)

REPRESENTATION:

Claimant: in person

Respondent: no appearance

JUDGMENT

Having heard from the claimant, and the Tribunal having received correspondence from the respondent to the effect that it did not intend to enter a response nor attend the hearing, the judgment of the Tribunal is as follows:

1. The claimant was unfairly dismissed. The respondent is ordered to pay to the claimant the sum of **£5,286.00** in respect of his unfair dismissal, which sum is comprised of a basic award/redundancy payment of £1,320.00 and a compensatory award of £3,966.00.
2. The respondent dismissed the claimant in breach of contract and is ordered to pay to the claimant the sum of **£820.00** as damages for lack of the claimant's statutory notice entitlement of 2 weeks' notice.
3. The complaint of unauthorised deductions from wages is well-founded. The respondent is ordered to pay to the claimant the net sum of **£820.00** in respect of unpaid wages for the last 2 weeks of his employment.

4. In addition, the respondent made unauthorised deductions from the claimant's wages by failing to pay the claimants for holidays accrued but not taken at the termination of the claimants' employment. The respondent is ordered to pay to the claimant the net sum of **£779.00** in respect of 9.5 days' accrued untaken holiday entitlement.

Approved by:

Employment Judge Batten
30 September 2025

Judgment sent to the parties on:

23 October 2025

For the Tribunal:

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



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

ARTICLE 12

Case number: **6019140/2024**

Name of case: **I Mottershead** v **ESPO Ltd**

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: 23 October 2025

the calculation day in this case is: 24 October 2025

The stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office