



EMPLOYMENT TRIBUNALS

Claimant: Mr M Hanlon

Respondent: Total Home Delivery Limited

RULE 22 JUDGMENT

1. The respondent did not present a response to the claim. The claimant provided further information by correspondence to the Tribunal, upon which a determination could properly be made of the claims set out below pursuant to rule 22 of the Employment Tribunal Rules 2024. Case management orders have been made separately about the claimant's other claims.
2. The claim for unauthorised deductions from wages (Employment Rights Act 1996 section 13) is well founded. The respondent must pay to the claimant within 14 days: £1411.49¹ (gross).
3. The claim for breach of contract for the claimant's notice pay is well founded (Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994). The claimant's statutory notice period was six weeks. The claimant was not paid for their notice period. The respondent must pay to the claimant within 14 days: £2842.50 net.
4. The claim for a redundancy payment (Employment Rights Act 1996 section 135) is well founded. The respondent must pay to the claimant within 14 days a redundancy payment of £3,528.72, calculated in accordance with Employment Rights Act 1996 section 162.

Approved by:

Employment Judge Gordon Walker

Date 9 December 2025

¹ Calculated on basis of 5 day working week

JUDGMENT SENT TO THE PARTIES ON

.....18 December 2025.

FOR THE TRIBUNAL OFFICE

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