



EMPLOYMENT TRIBUNALS

Claimant: Mr D Salter

Respondent: Total Home Delivery Limited

RULE 22 JUDGMENT

1. The claim form was sent to the respondent in accordance with rule 16 of the Employment Tribunal Rules 2024. If it was not sent to the respondent's registered address, it was sent to an appropriate address.
2. 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.
3. 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 the following gross sums:
 - a. For unpaid wages: £2884.62; and
 - b. For holiday outstanding and unpaid on termination of employment: £2692.31¹
4. 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 contractual notice period was 26 weeks. The claimant was not paid for their notice period. The respondent must pay to the claimant within 14 days the net sum of £1768.88 which is calculated as follows:
 - a. £ 19712.68 notice pay due from the respondent
 - b. Less earnings in mitigation: £17,943.80 (£3173.72 per month net salary = £732.40 per week paid from 30 September 2024 x 24.5

¹ Calculated on basis of 5 day working week

weeks)

5. 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 £3150, calculated in accordance with Employment Rights Act 1996 section 162.

Approved by:

Employment Judge Gordon Walker

Date 9 December 2025

JUDGMENT SENT TO THE PARTIES ON

....19 December 20205.

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FOR THE TRIBUNAL OFFICE

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