



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Paul Bunting

**Respondent:** Norfabs Limited

## AT A HEARING

**Heard at:** Leeds by CVP (online) **On:** 29<sup>th</sup> April 2026

**Before:** Employment Judge Lancaster

### Appearances

For the claimant: In person

For the respondent: No appearance entered and did not attend

## JUDGMENT

- .1. The Claimant was dismissed without notice by reason of redundancy on 15<sup>th</sup> July 2025.
2. The Respondent is ordered to pay to the Claimant a redundancy payment (calculated at 1 week's pay, capped at £719,00, for each continuous year of employment from 1<sup>st</sup> October 2014 to 15<sup>th</sup> July 2015)  
£7,190.00
3. The Respondent is ordered to pay to the Claimant damages for wrongful dismissal (pay in lieu of notice) from 15<sup>th</sup> July 2025 until commencement of alternative employment in mitigation of loss, 2 weeks at £720.00 per week gross (40 hours at £18.00 per hour)  
£1,440.00
4. The Respondent has made a series of unauthorised deductions from the Claimant's wages for the period from 2<sup>nd</sup> June to 15<sup>th</sup> July 2025 and is ordered to pay compensation in the gross sum of 2 weeks admitted entitlement to statutory sick pay (£85.70 and £142.75) plus 4 weeks and 2 days at £720.00 per week (£3,168.00).  
£3,396.45
5. At the date of termination the Respondent was in breach of contract by not having paid over to the pension provider the sums deducted from the Claimant's wages in respect of employee's contributions for the 13 week period from 17<sup>th</sup> November 2024 to 16<sup>th</sup>

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February 2025 at the rate of £28.80 per week (4 per cent of £720.00), and is ordered to pay to the Claimant damages in the sum of

£374.40

6. The Claimant having taken 2 week's leave plus bank holidays there is no outstanding accrued entitlement to holidays in the leave year from 1<sup>st</sup> January 2025 and the claim for holiday pay is dismissed.

EMPLOYMENT JUDGE LANCASTER

DATE 29<sup>th</sup> April 2026

### **Note**

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party 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/>