



EMPLOYMENT TRIBUNALS

Claimant: Mr P Lichon

Respondent: New Pro Foundries Limited

Heard at: Watford Employment Tribunal (In Public; By Video)

On: 18 August 2026

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: Ms M Gadek, friend

For the respondent: No appearance or representation

JUDGMENT

1. A decision for redundancy payment was made already. Judgment was sent to parties in case number 3313326/2023 on 16 November 2024.
2. The Claimant's gross pay was £641.88 per week and his net pay was £502.01. The dismissal date was 29 September 2023, and no notice was given.
3. There was an unauthorised from wages for the period 15 September 2023 to 29 September 2023. The deduction was in the gross sum of £1283.76. The Respondent is ordered to pay that sum to the Claimant.
4. The Claimant is entitled to damages for breach of contract. He is entitled to £6024.12 (12 weeks at £502.01 per week. The Respondent is ordered to pay that sum to the Claimant.
5. Under the Working Time Regulations 1998, the Claimant was entitled to a payment of £1359.03 for unused entitlement accrued from 15 May 2023 to the termination date ($138/365 \times 5.6 \text{ week} \times £641.88 \text{ per week}$). The Respondent is ordered to pay that sum to the Claimant.

6. The overall aggregate sum which the Respondent must pay to the Claimant (£1283.76 + £6024.12 + £1359.03) is **£8666.91**.

Approved by:

Employment Judge Quill

Date: 18 August 2026

JUDGMENT SENT TO THE PARTIES ON
23 September 2026

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved. 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/>