Case Number: 6003445/2026

EMPLOYMENT TRIBUNALS

Claimant: **Christopher Impey**

Respondent: **Autocircuit Solutions Limited**

Heard at: **East London Hearing Centre**

On: **27th October 2026**

Before: **Employment Judge Howden-Evans**

Representation
Claimant: In person
Respondent: In person by Antony Taylor

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period October 2025.

2. The respondent shall pay the claimant **£359.05** which is the gross sum deducted. This sum equates to 3 days gross pay (at £103.85 per day) plus 2 days statutory sick pay (at £23.75 per day). The claimant is responsible for the payment of any tax or National Insurance.

Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded as the claimant was entitled to one month’s notice.

4. The respondent shall pay the claimant **£2,250** as damages for breach of contract. This figure has been calculated using gross pay to reflect

the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Holiday Pay

5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended. When his employment ceased on 15th October 2025, the claimant had accrued 15.17 days holiday during that holiday year (1st April 2025 to 31st March 2026) and had only taken 6 days holiday.

6. The respondent shall pay the claimant **£952.31** (9.17 days at £103.85). The claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

7. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£1,557.69**.

Conclusion

8. When his employment ceased on 15th October 2025, the claimant was entitled to receive £5,119.05 (as itemised above). The respondent has paid £2,216.74. The total amount owed to the claimant by the respondent is **£2,902.31**.

9. Any amount of the £2,902.31 that remains unpaid 14 days after this judgment will accrue interest at a rate of 8% per annum.

Approved by:
Employment Judge Howden
27 October 2026