Case Number: 6001091/2026



EMPLOYMENT TRIBUNALS

Claimant: **Lee Burgess**

Respondent: **Amscan International Limited**

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 9 January 2026. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.

2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £4,086.54 gross.

3. The claimant was dismissed in breach of contract in respect of notice, and the respondent must pay damages to the claimant of £817.31. This 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".

4. The respondent has breached the claimant's contract in failing to reimburse him his expenses of attending mandatory induction training and must pay damages to the claimant of £427.89, this being equivalent to the sum incurred by the claimant in attending the training.

5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £302.40.

6. The respondent must pay the claimant **£5,634.14** in total.

Approved by:

Legal Officer Sheard

20 October 2026

Case Number: 6001091/2026

JUDGMENT SENT TO THE PARTIES ON

4 November 2026

FOR THE TRIBUNAL OFFICE

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6001091/2026**

Name of case: **Lee Burgess** v **Amscan International Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 4 November 2026

the calculation day in this case is: 5 November 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office