



EMPLOYMENT TRIBUNALS

Claimant: Mr A Timmins

Respondent: Claire Bowden Associates Limited t/a CB Associates

Heard at: Birmingham

On: 6 March 2018

Before: Employment Judge Battsby (sitting alone)

Representation

Claimant: Mr G Rigge, lay representative

Respondent: did not appear

JUDGMENT ON REMEDY

1. It is ordered that the judgment in this case be amended to show the correct respondent as Claire Bowden Associates Limited t/a CB Associates.
2. The respondent is ordered to pay the claimant the following amounts totalling £7,916.67:
 - a. £3,635.74 gross for unpaid wages after taking into account sums paid;
 - b. £65.20 for unpaid pension contributions;
 - c. £423.20 gross for unpaid holiday pay;
 - d. £2,116 gross for two weeks contractual notice due;
 - e. £64.80 for unpaid expenses due;
 - f. £28.40 to compensate the claimant for financial loss as a result of the respondent's failure to pay the above sums due;
 - g. £1,583.33 being an uplift of 25% on the sums a)-f) for the respondent's unreasonable failure to comply with the ACAS Code of Practice on Discipline and Grievances Procedures as far as the claimant's grievance was concerned, it being just and equitable in all the circumstances to award the maximum uplift allowed by s207A Trade Union and Labour Relations (Consolidation) Act 1992.
3. It is declared that the respondent failed to give the claimant any payslips at all during the course of his employment between 10 July 2017 and 31 August 2017. No compensation is awarded in respect of

Case No: 1303425/2017

the unnotified deductions to prevent a double payment – s26
Employment Rights Act 1996.

Employment Judge Battsby
09 March 2018