



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Cheevers

**Respondent:** Covertxt Support Ltd

**Heard:** by CVP

**On:** 04 May 2022

**Before:** Employment Judge Codd

## Appearances

For the claimant: Mr C Cheevers (in person)

For the respondent:

# JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent is amended to Covertxt Support Ltd (company number 12046066).
2. The respondent has failed to attend or participate in the proceedings in any way.
3. The respondent made an unauthorised deductions from the claimant's wages of by:

- a. Failing to pay him fully for the time worked and at the national minimum wage (£2281.02).
  - b. 3 accrued days of annual leave (£213.84).
  - c. Failure to pay notice pay (712.80) in breach of contract.
4. The respondent must pay the claimant (gross) **£3207.66**. The respondent shall be responsible for deducting tax and national insurance (PAYE), before sending the net amount to the claimant
5. In respect of the automatically unfair dismissal the claimant's basic award is assessed at £356.40. The compensatory award is assessed at 6 weeks' pay (40 hours at national minimum wage) namely £2138.40 and an ACAS uplift of £534.60 on the compensatory award. The total payable to the claimant by the respondent (in addition to paragraph 4 above) is **£3029.40**.
6. The Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349, apply. In accordance with those Regulations: (a) the total monetary award made to the claimant (in this Judgment) is £6237.06; (b) the amount of the prescribed element is £3029.40; (c) the dates of the period to which the prescribed element is attributable are 11 October 2021 to 29th November 2022.

Employment Judge Codd

04.05.2022