



EMPLOYMENT TRIBUNALS

Claimant: Mr Prince Raju
Respondent: Applemed Limited
Heard at: East London Hearing Centre
On: 6 December 2022
Before: Employment Judge Isaacson

Representation

Claimant: In person
Respondent: Not in attendance

JUDGMENT

The Judgment of the Tribunal is:

1. The Claimant's claim for unfair dismissal succeeds. The reason for the Claimant's dismissal was redundancy but no fair procedure was followed. The claimant was able to find alternative work at a similar rate of pay so is not entitled to a compensatory award. The Claimant is awarded a redundancy payment which is equivalent to the basic award.
2. The Claimant's claim for a redundancy payment succeeds. The Respondent is ordered to pay to the Claimant a redundancy payment of £1050.53 calculated based on a gross monthly salary of £2276.15 x 12 = £27313.80 divided by 52 = £525.27 x 2 = £1050.53. The Claimant was 37 and had 2 years completed service.
3. The Claimant's claim for an unlawful deduction from wages succeeds.
4. In relation to the Claimant's claim for outstanding salary the Tribunal declares that the Respondent unlawfully deducted from the Claimant's pay for December 2021 the gross sum of £ 2276.15. The Claimant's last day of employment was 3 January 2022 as confirmed in his P45. The Respondent is ordered to pay tax and NIC to HMRC for the December pay and pay the net sum of £1853.05 to the Claimant.
5. In relation to the Claimant's claim for a bonus payment the Tribunal declares

Case Number: 3203835/2022

that the Respondent unlawfully deducted the gross sum of £678.93 from the Claimant December bonus payment. The Respondent is ordered to pay tax and NIC to HMRC for the December bonus and pay the net sum of approximately £509.20 to the Claimant. This figure is based on the bonus paid in December 2021.

6. In relation to the Claimant's claim for holiday pay the Tribunal declares that the Respondent unlawfully deducted £840.42 from the Claimant's pay for 8 days holiday entitlement due on termination. The holiday pay has been calculated £27313.40 gross annual salary divided by 260 working days = £105.05 x 8 = £840.42. The Respondent is ordered to pay tax and NIC to HMRC for the holiday pay and pay the net sum of approximately £630.32 to the Claimant.
7. The total gross sum the Respondent is ordered to pay is £4846.03.

**Employment Judge Isaacson
Date signed: 6 December 2022**