



EMPLOYMENT TRIBUNALS

Claimant: Mr M Philips

Respondent: Seymours Snape Limited

Heard at: Bury St Edmunds, by Cloud Video Platform **On:** 2 March 2022

Before: Employment Judge T Brown (sitting alone)

Appearances

For the claimant: In person

For the respondent: Not present or represented (no response presented)

JUDGMENT

- (1) The Claimant suffered an unauthorised deduction from his wages in the sum of £1,636.05, being arrears of pay for the period 10 September 2020 to 15 March 2021, and the Respondent must pay to the Claimant that sum. For the avoidance of doubt, this is the sum that the Claimant shall be entitled to receive, and shall not be reduced by any deductions for tax and/or National Insurance required by law.
- (2) It is hereby declared that the Claimant was wrongfully dismissed.
- (3) The Respondent shall pay the Claimant the sum of £264.23 for unpaid notice pay. For the avoidance of doubt, this is the sum that the Claimant shall be entitled to receive, and shall not be reduced by any deductions for tax and/or National Insurance required by law.
- (4) It is hereby declared that the Claimant was unfairly dismissed.
- (5) It is hereby declared that the reason for the Claimant's dismissal was redundancy.
- (6) The Respondent must pay to the Claimant a redundancy payment of £2,148.18.
- (7) The Respondent must pay to the Claimant a compensatory award of £335.00.
- (8) The Respondent must pay to the Claimant the sum of £626.92 for leave accrued but untaken at the termination of the Claimant's employment. For the

avoidance of doubt, this is the sum that the Claimant shall be entitled to receive, and shall not be reduced by any deductions for tax and/or National Insurance required by law.

Employment Judge T Brown
2 March 2022

DECISION SENT TO THE PARTIES ON

18/3/2022

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FOR THE TRIBUNAL OFFICE

Reasons for the Employment Tribunal's decision having been given orally on 2 March 2022, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by a party within 14 days of the sending of this written record of the decision.