



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Harry Mellor  
**Respondent:** NP3 Projects Limited  
**Heard at:** London South Hearing Centre (by CVP)  
**On:** 14 February 2023  
**Before:** Employment Judge Byrne

## Representation

**Claimant:** In person  
**Respondent:** Neither present nor represented

**UPON** the Respondent failing to attend or be represented;  
**UPON** the Tribunal being satisfied, pursuant to Rule 47 of the Tribunal's Rules of Procedure, to proceed with the hearing in the absence of the Respondent;

## JUDGMENT

The Judgment of the Tribunal is:

1. The claim in respect of wrongful dismissal succeeds.
2. The Respondent made unauthorised deductions from the Claimant's wages.
3. The claim in respect of holiday pay succeeds.
4. The claim in respect of unpaid expenses succeeds.
5. The Claimant is awarded the following amounts by way of remedy:
  - a) (Wrongful dismissal) 1 month's pay @ £2615.09 = £2615.09
  - b) (Unauthorised deduction from wages) shortfall of £615.09 in monthly wages x 12 months = £7,381.08

c) (Holiday pay) 4 days @ £130.75 = £523.00

d) (Unpaid expenses) = £169.68

6. The grand total sum **of £10,688.85** is payable to the Claimant by the Respondent forthwith.

**Employment Judge M Byrne**  
**Date: 14 February 2023**