



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrew Thompson
Respondent: Mr Timothy James
Heard at: East London Hearing Centre (via CVP)
On: 19 February 2024
Before: Employment Judge B Beyzade

Representation

For the Claimant: In person
(accompanied by Mrs Deborah Thompson, claimant's wife)
For the Respondent: Not present and not represented

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the tribunal is that:

- 1.1. the respondent shall pay to the claimant a statutory redundancy payment of 27.5 weeks x £500.00 gross weekly wage being £13,750.00 gross (THIRTEEN THOUSAND, SEVEN HUNDRED AND FIFTY POUNDS).
- 1.2. the complaint of breach of contract in respect of the failure to pay 12 weeks' notice pay following the termination of the claimant's employment on 14 August 2023 is well-founded and the respondent is ordered to pay the claimant the sum of SIX THOUSAND POUNDS (£6000.00) gross from which tax and national insurance requires to be deducted, provided that the respondent intimates any such deductions in writing to the claimant and remits the sum deducted to His Majesty's Revenue and Customs.
- 1.3. the claimant's complaint of unauthorised deductions from wages (wage arrears) and breach of contract (wage arrears) in relation to the period between January 2017 and 14 August 2023 succeeds and the respondent is ordered to pay the sum of TWENTY THOUSAND POUNDS (£20,000.00) in respect thereof. The said sum represents

the required deductions from the claimant's wages during the said period for tax and national insurance payable by the respondent to His Majesty's Revenue and Customs (provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment).

Employment Judge B Beyzade
Dated: 20 February 2024