



EMPLOYMENT TRIBUNALS

Claimant: Mr M Newstead

Respondent: Attention Seekers Productions Limited
(in voluntary liquidation)

Heard at: London Central (via Cloud Video Platform)

On: 16 December 2024

Before: Employment Judge P Smith sitting alone

Appearances

For the Claimant: In person

For the Respondent: No attendance

JUDGMENT

Made pursuant to the Employment Tribunal Rules of Procedure 2013

1. The Claimant's claim of unfair dismissal is well-founded and succeeds.
2. The Respondent shall pay compensation to the Claimant in respect of his unfair dismissal in the sum of **£5,254.76**, made up of the following sums:
 - 2.1. A basic award of **£4,200** (calculated by reference to the Claimant's age, six complete years of service and the statutory maximum week's pay of £700); and,
 - 2.2. A compensatory award of **£1,054.76**, representing:
 - 2.2.1. Net loss of earnings: nil.
 - 2.2.2. Loss of statutory rights: £1,054.76.

3. The recoupment provisions do not apply.
4. It is declared that the Respondent made an unauthorised deduction of wages in not paying the Claimant his wages for the month of June 2024.
5. The Respondent is ordered to pay compensation to the Claimant in the gross sum of **£4,583.33** in compensation for the unauthorised deduction from wages (subject to deductions for tax and National Insurance, etc).
6. It is declared that the Respondent failed to comply with the consultation requirements of section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992.
7. It is just and equitable to order the Respondent to pay to the Claimant a protective award under section 189(2) of the 1992 Act. The Respondent is ordered to pay to the Claimant the sum of **£13,561.20** (calculated on the basis of a daily rate of pay of £150.68 multiplied by 90 days).

Employment Judge P Smith

Date: 16 December 2024

JUDGMENT SENT TO THE
PARTIES ON

24 December 2024

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AND ENTERED IN THE REGISTER

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FOR SECRETARY OF THE
TRIBUNALS