



EMPLOYMENT TRIBUNALS

Claimant: Mr R D Hewton

Respondents: Riviera Multimedia Limited
Blank Media Services Limited

On: 4 May 2023

Before: Employment Judge McAvoy Newns

At: Leeds Employment Tribunal (via CVP)

Appearances:

For the Claimant: In person

For the Respondent: Did not attend

JUDGMENT

1. The Respondents did not attend the hearing. As they did not serve an ET3, nor send any further correspondence to the Tribunal, I decided to hear the case in the Respondents' absence, in accordance with Rule 47 of Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013.
2. The Claimant was not employed by Blank Media Services Limited and consequently all Employment Tribunal claims against Blank Media Services Limited are dismissed. This Judgment does not however prevent the Claimant from pursuing an action against Blank Media Services Limited in the Civil Courts in respect to any outstanding dividend payments.
3. The Claimant's claims for unauthorised deductions from wages (regarding his salary and holiday pay), unpaid expenses and unpaid notice pay are out of time. As it was reasonably practicable for the Claimant to present these claims in time, I did not exercise my discretion to consider them. These claims are not well-founded and are therefore dismissed.

4. The Claimant's claim for a statutory redundancy payment is well founded and succeeds. The remaining Respondent, Riviera Multimedia Limited, is ordered to pay the Claimant a statutory redundancy payment of £2,853.63. This will be paid as a gross sum and the Claimant will be required to account for any income tax or national insurance contributions which may be due on it.

Employment Judge McAvoy News

10 May 2023

Sent to the parties on:

For the Tribunal:

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Note: as reasons for the judgment have been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.