



EMPLOYMENT TRIBUNALS

Claimant: Mr S Mais

Respondent: Alpha Home Design Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Leeds Employment Tribunals on 19th September 2022 and sent to the respondent's still current registered office address. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages in respect of 3 weeks and 1 day worked but not paid and must (calculated on the basis of £2210 per month which equates to £510 per week or £102 per day) pay the claimant £1632.00 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must (calculated on the basis of 12 week's' notice less £2350 earned in mitigation of loss) pay damages to the claimant of £3770.00 gross.
4. The claimant was dismissed by reason of redundancy and (based on 14 years continuous employment from the revised start date of 1st July 2008, for 5 of which he was not below the age of 41) is entitled to a 16 ½ weeks' redundancy payment of £8415.00
5. The respondent has failed to pay the claimant's pro-rata holiday entitlement of 2 weeks accrued but untaken at the date of termination and must pay the claimant £1020.00 gross
6. The respondent must pay the claimant **£14837** in total.

Employment Judge Lancaster

Date: 1st February 2023

JUDGMENT SENT TO THE PARTIES ON

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE