



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J P Rebhan  
**Respondent:** Cardiff Craftsmen Ltd  
**Before:** Employment Judge Cadney  
**Date:** 15 November 2018

## JUDGMENT

In the absence of an ET3 response form from the respondent, and there being sufficient material before me to enable a proper determination to be made, I uphold the following claims:

- Unfair Dismissal:
    - (a) Basic Award: £1,467.00
    - (b) Compensatory Award: £45,739.68
  - Failure to comply with ACAS code: £10,644.92
  - Unlawful deduction of wages: £15,384.86
  - Wrongful dismissal: £1,079.89
  - Failure to provide written terms of contract of employment: £1,956.00
- Total: £76,272.35**

The claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded in respect of unpaid wages and unpaid holiday pay.

I act in accordance with my powers under Rule 21 of the Employment Tribunal's Rules of Procedure 2013.

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Employment Judge Cadney  
Dated: 15 November 2018

JUDGMENT SENT TO THE PARTIES ON

.....19 November 2018.....

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS