



# EMPLOYMENT TRIBUNALS

Claimant: Mr K Austin

Respondent: Scotts Coffee House and Bakery Limited

## JUDGMENT

issued pursuant to Rule 21 of The Employment Tribunals  
(Constitution and Rules of Procedure) Regulations 2013

**THE TIME** for presenting a response having expired and no response having been presented and on the available material before the Employment Judge it is adjudged that:-

1. In accordance with the provisions of Section 135 of the Employment Rights Act 1996 it is declared that the Claimant was dismissed by reason of redundancy and so is entitled to a redundancy payment in the sum of **£10,266** calculated in accordance with the provisions of Section 162 of the Act.
2. In accordance with the provisions of Section 13 of the Employment Rights Act 1996 the complaint of unauthorised deduction from wages succeeds and in accordance with Section 24 of the Act the respondent is ordered to pay to the claimant forthwith the amount so deducted being **£680.81** net.
3. In accordance with the provisions of the Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994 the complaint for the recovery of damages for breach of contract succeeds and the respondent is ordered to pay to the claimant forthwith damages in the sum of **£4,176.00** (notice pay) and **£70.88**. (replacement clothes)

Employment Judge Rogerson

Date 26 October 2018