



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Newnes

**Respondent:** Allroads Transport and Storage Ltd

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claimant was dismissed by reason of redundancy on 15 July 2019. He is therefore entitled to a statutory redundancy payment, calculated at 8 years x 1½ x £295.56, i.e. **£3,546.72**.
2. In breach of contract, the respondent failed to give the claimant notice of the termination of his employment or make a payment in lieu thereof. The respondent is therefore ordered to pay the claimant damages in the sum of 8 weeks' net pay x £241.90, i.e. **£1,935.20**.
3. In breach of Regulation 14(2) of the Working Time Regulations 1998, the respondent failed to pay the claimant a sum in lieu of 6 days' holiday that he had accrued but not taken by the date on which his employment terminated. The respondent is ordered to pay him the sum of **£591.12** in this regard.
4. In breach of Section 13(1) of the Employment Rights Act 1996, the respondent deducted from the claimant's wages, without his authorisation, pay in respect of Friday 12- Sunday 14 July 2019 inclusive (36 hours' pay at £8.21 per hour). It is ordered to pay him the sum of **£295.56** in this regard.

The total amount the respondent must pay to the claimant is therefore **£6,368.60**. The claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded at paragraphs 3 and 4 above.

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Employment Judge R Brace  
Dated: 27 February 2020

JUDGMENT SENT TO THE PARTIES ON 4 March 2020

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.