



EMPLOYMENT TRIBUNALS

Claimant: Miss P Crawshaw

Respondent: Daves Aquarium Limited

Introduction/Reasons

The claim was sent to the registered office of the company above on 18 March 2024. No response has been presented by the return date or at all, and there is no application for an extension of time. There is sufficient information on the file for me to give Judgment in the notice pay and redundancy payment claims. The unlawful deductions of wages (by deducting but not paying to HMRC tax and ni) is based on a series of such deductions for which liability has passed on a TUPE transfer of a shop from previous employing companies, founded by the same person. This is complex but in the interests of justice I consider it can also be disposed in a Rule 21 Judgment in the absence of any defence to these allegations.

RULE 21 JUDGMENT

1. The claimant's complaint of entitlement to a redundancy payment succeeds and the respondent shall pay to her the gross sum of £4617.
2. The claimant's claim for notice pay succeeds and the respondent shall pay to her the gross sum of £2736.
3. The claimant's unlawful deduction of wages complaint succeeds and the respondent shall pay to her the gross sum of £23,092.44.
4. The total payable by the respondent is £20,160.

Employment Judge JM Wade
Date: 28 May 2024

Notes: Public access to employment tribunal decisions (judgments and reasons for the judgments) are published, in full, online shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.