



# EMPLOYMENT TRIBUNALS

Claimant: Mr D Sanz Burgos

Respondent: Convivia Construction Ltd

## JUDGMENT

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

1. The claim was issued in the London South Employment Tribunals on 14 January 2024. 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, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £9,317.70 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £5,833.33 gross.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,929.00. This is calculated as follows: the claimant was 37 years old when he was made redundant and had worked for the respondent for 3 years at the time of his dismissal. He is therefore entitled to £1,929.00.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £460.38.
6. The respondent must pay the claimant **£17,540,41 gross** in total.
7. The hearing listed on **18 July 2024** is cancelled.
8. The claimant must account to HMRC for any sums he owes it in respect of the sum received from the respondent.

Employment Judge Ramsden  
Date: 18 March 2024