



# EMPLOYMENT TRIBUNALS

Claimant: Mr B Hoofe

Respondent: Link Paper Recycling Ltd

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made on the claim in accordance with Rule 21 of the Rules of Procedure.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2,070.00**. This has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as “Post Employment Notice Pay”.
3. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of **£3,881.25** (5 x £517.50 x 1.5).
4. The respondent has failed to pay the claimant’s accrued but untaken holiday entitlement and is ordered to pay the claimant the gross sum of **£310.50** (3 days x £103.50).
5. Consequently, the respondent must pay the claimant the sum of **£6,261.75** in total.
6. The hearing listed on **7 January 2025** is cancelled.

**Case No:2403716/2024**

---

Employment Judge Tobin  
29 October 2024

JUDGMENT SENT TO THE PARTIES ON

1 November 2024

FOR THE TRIBUNAL OFFICE

**Public access to Employment Tribunal decisions**

Judgments and Written Reasons for the Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2403716/2024**

Name of case: **Mr B Hoofe** v **Link Paper Recycling Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 1 November 2024

**the calculation day** in this case is: 2 November 2024

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office