



EMPLOYMENT TRIBUNALS

Claimant: Mr G Williams
Respondent: Manton House Printing Limited
Heard at: Nottingham Employment Tribunal
On: 2 May 2023

Appearances:
Claimant: Mr Sinclair – paralegal
Respondent: No Attendance

JUDGMENT ON LIABILITY UNDER RULE 21 AND REMEDY

1. The claim was issued in the Nottingham Employment Tribunal on 21 December 2022. The respondent has failed to present a valid response on time. The Employment Judge has decided today that a determination can properly be made of the claim in accordance with **rule 21** of the Rules of Procedure.
2. Following a hearing also listed today to determine remedy, at which evidence was given by the claimant, a judgment is also issued in connection with each head of claim which has been upheld under rule 21, as follows:
 - 2.1 The claim of unfair (constructive) dismissal is upheld and the respondent is ordered to pay the claimant a basic award of **£2,880** and a compensatory award of **£5,817.17 net**.
 - 2.2 The Tribunal declares that the claimant is entitled to a payment in lieu of notice as a contractual debt under the terms of the employment contract and the respondent must pay the claimant the sum of **£1,440 gross**
 - 2.3 The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant the sum of **£1,196.80 gross**
 - 2.4 The respondent has made unauthorised deductions from the claimant's wages and/or in breach of contract by way of employee pension contributions deducted but not paid into the pension scheme and is ordered to pay the claimant the sum of **£710.40 gross**
 - 2.5 The respondent in breach of contract has failed to make employer pension contributions and must pay the claimant the sum of **£576 gross**.

The Employment Protection (Recoupment of Benefits) Regulations 1996 SI 1996/2349 ('the Recoupment Regulations') do not apply.

Employment Judge Broughton

Date: 2 May 2023

Notes:

Public access to employment tribunal decisions

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

Reasons

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.