



EMPLOYMENT TRIBUNALS

Claimant: Mr W Oliver

Respondents: Martyn Peter Telford Hart and Telford Hart Limited
trading in partnership as Telford Hart Associates

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The title of the respondents in these proceedings is amended to Martyn Peter Telford Hart and Telford Hart Limited trading in partnership as Telford Hart Associates.
2. The respondents are ordered to pay the claimant a statutory redundancy payment in the sum of **£14,130.50**.
3. The respondents have made an unauthorised deduction from the claimant's wages and are ordered to pay the claimant the gross sum of **£3,208.31**, uplifted by **£207.98** because of an unreasonable failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015, making a total award of **£3,416.29**.
4. 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 **£1,241.70**.
5. The respondents are ordered to pay the claimant the sum of **£3,233.24** in respect of the failure to provide the claimant with a written statement of the main terms of employment as required by section 1 Employment Rights Act 1996.
6. It is declared that the respondents failed to provide the claimant with itemised pay statements between 1-7 October 2016.
7. Any claims in relation to employer's pension contributions are dismissed because the Tribunal does not have jurisdiction to determine them.

8. The respondents are ordered to pay costs to the claimant under Rule 75(1)(b) in the sum of **£160.00** in respect of the issue fee paid by the claimant in these proceedings.

Employment Judge Franey

28 March 2017

JUDGMENT SENT TO THE PARTIES ON

31 March 2017

AND ENTERED IN THE REGISTER

...

FOR THE TRIBUNAL OFFICE



Case No: 2405114/2016

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2405114/2016

Name of Mr W Oliver v Martyn Peter Telford Hart
case(s): and Telford Hart Limited
trading in partnership as
Telford Hart Associates

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 31 March 2017

"the calculation day" is: **01 April 2017**

"the stipulated rate of interest" is: 8%

MISS K MCDONAGH
For the Employment Tribunal Office