

CE



EMPLOYMENT TRIBUNALS

Claimant: Mr A Jordan
Respondent: Binnington Limited
Heard at: East London Hearing Centre
On: 10 March 2022
Before: Employment Judge Barrowclough
Member: P Quinn

Representation

Claimant: Mr Lauren Godfrey (counsel)
Respondent: No attendance or representation

JUDGMENT

1 The Claimant's complaints of (1) failure to provide a statement of terms and conditions of employment; (2) failing to provide the Claimant with itemised pay statements; (3) automatically unfair dismissal for asserting a statutory right; (4) unlawful deductions in failing to pay the Claimant the national minimum wage and for overtime worked; (5) pay in lieu of notice and (6) unpaid holiday pay all succeed. The Claimant's complaint of direct age discrimination fails and is dismissed.

2 The Respondent is ordered to pay the Claimant compensation as follows:-

(a) Failing to provide terms and conditions of employment (£538 x 4)	£2152.00
(b) Delay in/failure to provide 3 pay slips	£715.95
(c) Compensatory award for automatically unfair dismissal	£6534.29
(d) Unlawful deductions (national minimum wage and overtime)	£934.47
(e) One week's pay in lieu of notice	£538.00

(f) Unpaid holiday pay £288.45

Total compensation to be paid to Claimant: **£11,163.16**

3 The Recoupment Regulations do not apply.

Employment Judge Barrowclough

16 March 2022