

# EMPLOYMENT TRIBUNALS

Claimant: Mr J Segal  
Respondent: Trend Energy Limited

## JUDGMENT

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

1. The claim was issued in the Watford Employment Tribunal on 18 November 2021. 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 Claimant was unfairly dismissed, contrary to section 99(3)(ca) of the Employment Rights Act 1996 and is entitled to a basic award of **£544** (being 1 week at the statutory maximum for a week's pay).
3. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£3,250**.
4. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£16,250**.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£5,500**.
6. No sum is recoverable with respect to "ex gratia payment" and "legal costs".

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Employment Judge Maxwell

Date: 10 March 2022

JUDGMENT SENT TO THE PARTIES ON

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AND ENTERED IN THE REGISTER

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FOR THE TRIBUNAL OFFICE