



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Stephen Mapstone

**Respondent:** Lumina Investments Limited

**Heard at:** Wales ET **On:** 22<sup>nd</sup> November 2022

**Before:** Employment Judge J Bromige

## Representation

**Claimant:** Mr Cowley (CAB Representative)

**Respondent:** Did not attend

## RULE 21 JUDGMENT

### MADE PURSUANT TO RULE 21 OF THE EMPLOYMENT TRIBUNALS RULES OF PROCEDURE 2013

1. The Respondent is ordered to pay the Claimant compensation for unfair dismissal of £1569.20.

<b>Basic Award</b>	3 years service 1 x 3 x £356.40	£1069.20
<b>Compensatory Award</b>		
Loss of Statutory Employment Rights		£500
<b>Total</b>		<b>£1569.20</b>

2. The Respondent is ordered to pay the Claimant the sum of £1069.20 (gross) for 3 weeks' notice pay
3. The Respondent is ordered to pay the Claimant the sum of £15,668.34 (gross) in respect of unpaid wages for the period 1<sup>st</sup> May 2020 – 30<sup>th</sup> September 2021.
4. The sums in paragraphs 2 and 3 (above) are compensation for the Claimant's breach of contract claim. These sums are awarded gross and the Claimant is responsible for any income tax or employee national insurance contributions which may become due.

5. The total amount of the compensation for breach of contract is £16,737.54.
6. No compensation is awarded arising from the Claimant' Public Interest Disclosure claim.
7. No compensation is awarded arising from the Claimant's holiday pay claim.
8. The total sum that the Respondent must pay the Claimant (consisting of both the unfair dismissal and breach of contract claims) is £17806.74
9. The recoupment provisions do not apply.

**I can confirm that this is my judgment in the case numbered above and I have signed the judgment by electronic signature**

Employment Judge **J Bromige**

Date: **22<sup>nd</sup> November 2022**

JUDGMENT SENT TO THE PARTIES ON 23 November 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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.

**Public access to employment tribunal decisions**

Judgments and 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.