



EMPLOYMENT TRIBUNALS

Claimant: Mr Lee Stainton

Respondent: John E Haith Limited

Record of a Hearing by CVP at the Employment Tribunal

Heard at: Nottingham

Heard on: 29 February 2024

Before: Employment Judge Hutchinson (sitting alone)

Appearances:

Claimant: Mr O'Keefe, Counsel

Respondents: Miss Evans-Jarvis, Solicitor

JUDGMENT

The Employment Judge gave Judgment as follows:

1. The Claimant was unfairly dismissed. The Respondent is ordered to pay to the Claimant a basic award of **£7,904.00**. There is no compensatory award.
2. The claim for a redundancy payment fails and is dismissed.
3. The Claimant has suffered an unlawful deduction of wages and the Respondent is

ordered to pay to the Claimant the sum of **£1,520.00**.

4. The claim for holiday pay is withdrawn and dismissed.
5. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay compensation to the Claimant in the sum of **£3,338.04**.
6. The total award that the Respondent must pay to the Claimant is **£12,762.04**.

Employment Judge Hutchinson

Date: 27 March 2024

JUDGMENT SENT TO THE PARTIES ON
28th March 2024

.....
FOR THE TRIBUNAL OFFICE

Note

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.