



# EMPLOYMENT TRIBUNALS

**Claimant:** Philip Fowler

**Respondent:** BBR Engineering (Shropshire) Ltd

**Heard at:** Birmingham

**On:** 20<sup>th</sup> April 2017

**Before:** Employment Judge Self

**Representation:**

**Claimant:** Mr Parry (counsel)

**Respondent:** Mr Wilstead (solicitor)

## JUDGMENT

1. It is declared that the Respondent made the following unlawful deductions of wages from the Claimant and shall pay the sums set out below to the Claimant:
  - a) £8,594.49 in relation to sick pay;
  - b) £4,163.98 in relation to holiday pay;
  - c) It is further recorded that the failure to pay the correct sick pay and holiday pay was a breach of the Claimant's contract of employment.
2. The Respondent was in further breach of the Claimant's employment contract and the following compensation is due in respect of those breaches:
  - a) £1,469.79 in relation to unpaid expenses;
  - b) £740 in relation to unpaid pension contributions;
3. The Respondent shall pay the Claimant £390 in relation to the Tribunal Fees he has incurred in bringing this claim.
4. For the avoidance of doubt the total sum payable to the Claimant by the Respondent is £15,358.26

Employment Judge Self  
14 JUNE 2017

Sent to parties on  
14 JUNE 2017

C CAMPBELL  
FOR THE TRIBUNAL OFFICE