



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Iredale

**Respondent:** WEPOS Limited (In Administration)

**HELD AT:** Leeds

**ON:** 13 February 2017  
25 July 2017

**BEFORE:** Employment Judge D N Jones

## REPRESENTATION:

**Claimant:** Mr J French, Counsel

**Respondent:** (Prior to entering administration) Mr C Bourne, Counsel

# JUDGMENT

1. The claimant resigned as a consequence of a fundamental breach of contract of employment of the respondent, did not affirm the contract and was constructively dismissed.
2. The dismissal was unfair.
3. The respondent shall pay to the claimant compensation in respect of the unfair dismissal in the sum of £7,144.65 comprising a Basic Award of £5,076.88 and a Compensatory Award of £2,067.77.
4. The respondent made unauthorised deductions from the claimant's wages in the sum of £4,893.88 and shall pay that sum to the claimant.
5. The respondent was in breach of contract in failing to pay the claimant's pension contributions of £779.17 and other expenses of £1,004.91. The respondent shall pay damages for those breaches of contract of £1,784.04.
6. The respondent shall further pay to the claimant damages for breach of contract in respect of his notice pay of £6,249.99.
7. The Recoupment Provisions do not apply.

8. The respondent shall pay to the claimant the Tribunal fees for having brought this claim of £1,200.

Employment Judge D N Jones

Date: 25 July 2017