



# EMPLOYMENT TRIBUNALS

**Claimants:** 1 Mr S Hook  
2 Mrs P Hook

**Respondent:** Blacknoll Ltd

**Heard at:** Southampton **On:** 3 and 4 August 2017

**Before:** Employment Judge Reed sitting alone

**Representation**

**Claimants:** In Person

**Respondent:** Mr M Curtis, Counsel

## JUDGMENT

The Judgment of the Tribunal is that:

1. The first claimant (Mr Hook) was not unfairly dismissed.
2. The first claimant was wrongfully dismissed and is awarded damages in the sum of £4,908.46.
3. The respondent made unauthorised deductions from the wages of the first claimant and is directed to pay him £176.22.
4. The respondent failed to make a proper payment to the first claimant representing holiday accrued and untaken and is directed to pay him £1,302.34.
5. The respondent failed to make a proper payment to the second claimant (Mrs Hook) in respect of holiday accrued and untaken and directed to pay her £347.46.
6. The respondent failed to provide the second claimant with a statement of terms and conditions of employment and is directed to pay her £834.30.

7. The second claimant was unfairly dismissed.
8. There is no order for re-instatement or re-engagement.
9. The second claimant is awarded a basic award of £3,128.62.
10. The second claimant is awarded a compensatory award of £7,060.60 to which the Recoupment Regulations do not apply.

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Employment Judge **Reed**

Date 23 August 2017

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.