



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Edom

**Respondent:** Bespoke Fire and Flue Services Ltd

**Heard at:** Bury St Edmunds Employment Tribunal (remote via CVP)

**On:** 15 to 17 November 2021

**Before:** Employment Judge K Welch (sitting alone)

## Representation

**Claimant:** In person

**Respondent:** Mr M Cameron, Consultant

# JUDGMENT

1. The Claimant's claim of unfair dismissal is well founded and succeeds.
2. The Claimant's claim for unlawful deductions from wages in respect of unpaid expenses is well founded and succeeds.
3. The Claimant's claim for holiday pay and unlawful deductions from wages relating to overtime pay are not well founded and fail.
4. The Respondent is ordered within 28 days to pay to the Claimant the total sum of £ 6,001.42 made up as follows:
  - a. £5,906.44 in respect of his unfair dismissal claim being a basic award of £1,575 together with a compensatory award of £4,331.44; and
  - b. £94.98 in respect of his unlawful deduction from wages claim.

5. The recoupment regulations do not apply.

Employment Judge Welch

Date: 17 November 2021

JUDGMENT SENT TO THE PARTIES ON

9 December 2021

FOR THE TRIBUNAL OFFICE

**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.

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