



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Barrow  
**Respondent:** Two Spotted Dogs Limited  
**Heard at:** Nottingham  
**On:** 24 January 2022  
**Before:** Employment Judge Smith (sitting alone)

**Representation**

**For the Claimant:** Ms E Taylor, Legal Adviser  
**For the Respondent:** No attendance

## JUDGMENT

1. In respect of his successful unfair dismissal claim the Respondent is ordered to pay to the Claimant the sum of **£8,137.28**, which is composed of the following elements:
  - (1) A basic award of £783.53; and,
  - (2) A compensatory award of £7,398.75, representing:
    - (a) Loss of earnings assessed at £7,193.82; and,
    - (b) Loss of statutory rights assessed at £204.93.
2. The recoupment provisions do not apply.
3. It is declared that during the period 4 November 2020 to 4 July 2021 the Respondent made unauthorised deductions from the Claimant's wages. The Respondent is therefore ordered to pay to the Claimant the gross sum of **£3,582.01** in compensation.

4. In relation to the Claimant's successful notice pay claim, damages are assessed at nil owing to the principle against double recovery.
5. In relation to his successful claim under Regulation 30 of the Working Time Regulations 1998, no award of compensation is made.
6. The Claimant was not issued with a statement of employment particulars. The Respondent is ordered to pay to the Claimant the sum of **£819.72** (representing the higher amount of 4 weeks' pay) in compensation under section 38 of the Employment Act 2002.

\_\_\_\_\_  
Employment Judge Smith

Date: 25 January 2022

JUDGMENT SENT TO THE PARTIES  
ON

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AND ENTERED IN THE REGISTER

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FOR SECRETARY OF THE  
TRIBUNALS

**Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being sent to the parties.**