



EMPLOYMENT TRIBUNALS

Claimant: Mr Sheraz Ali

Respondent: Bee Security Group Limited

PRELIMINARY HEARING

Heard at: Midlands (East), in public, by CVP

On: 15 July 2022

Before: Employment Judge Camp

Appearances

For the claimant: in person

For the respondent: Mr Z Abbas, director

JUDGMENT & REASONS

1. The claimant's claim for repayment of pension contributions is dismissed, on the basis that these were not unauthorised deductions but were legally mandated.
2. The following finding of fact is made: the claimant's employment came to an end when or before the respondent presented its response, on 7 April 2022. The claimant's claim for holiday pay / compensation for accrued but untaken annual leave will proceed to a final hearing on the basis of that finding.
3. The reasons that finding is made are:
 - a. the claimant and respondent agree that the claimant last worked for the respondent in December 2021;
 - b. although the claimant has not been sent a termination letter or P45, the respondent wrote in its response form that the claimant's employment ended on 13 December 2021 and discussed the claimant's employment using the past tense.

EMPLOYMENT JUDGE CAMP

15 July 2022

SENT TO THE PARTIES ON

30 July 2022

FOR THE TRIBUNAL OFFICE