

JUDGMENT



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Iain Hay

**Respondent:** Amberstone Security Ltd

**Heard at:** Bristol ET (hybrid hearing with the Claimant in person and the Respondent and Respondents witnesses via CVP)

**On:** 8,9,10,11 August 2022

**Before:** Employment Judge Horder

## Appearances

For the Claimant: Ms D Gilbert

For the Respondent: Mr K Zaman

# JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant was constructively dismissed and his dismissal unfair.
2. The Respondent made an unauthorised deduction from wages by failing to pay the Claimant commission payments for work done between April 2019 and 30.10.20. The sum is to be assessed by the tribunal if not agreed.
3. The Respondent was in breach of contract by dismissing the Claimant without notice.

Employment Judge Horder

Date: 11 August 2022

JUDGMENT SENT TO THE PARTIES ON  
23 August 2022 by Miss J Hopes

FOR THE THE TRIBUNAL OFFICE