



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Dunn

**Respondent:** FCI Group Ltd

**Heard at:** Midlands East Employment Tribunal  
**On:** 1<sup>st</sup> May 2024

**Before:** Employment Judge Singh

## **Representation**

**Claimant:** In-person

**Respondent:** In-person

# JUDGMENT

## **Unfair Dismissal**

1. The claimant's claim for unfair dismissal is struck out because the claimant did not have sufficient length of service before his dismissal in order to pursue his claim.

## **Wages**

2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period **1<sup>st</sup> June 2023- 14<sup>th</sup> June 2023**.
3. The respondent shall pay the claimant **£1,213.69**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance

## **Holiday Pay**

4. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
5. The respondent shall pay the claimant **£602.88**. The claimant is responsible for paying any tax or National Insurance.

**NMW**

6. The Claimant's claim for breach of the National Minimum Wage regulations is not well-founded and is dismissed.

**Employer's Breach of contract claim**

7. The Respondent's breach of contract claim is not well-founded and is dismissed.

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Employment Judge **Singh**  
Date: 08 May 2024

JUDGMENT SENT TO THE PARTIES ON

.....31 May 2024.....

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FOR THE TRIBUNAL OFFICE

**Note**

*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.*