



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Cull

**Respondent:** Training for Security Limited  
(Company Number 06875504)

**Heard at:** Croydon (via CVP)                      **On:** 10/1/2025

**Before:** Employment Judge Wright

## Representation

Claimant: In person

Respondent: Did not attend and did not send written representations  
(Rule 22 applied)

# JUDGMENT

The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the periods December 2020 to February 2022 and April 2022 to April 2024.

The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.

The respondent shall pay the claimant the following sums:

- (a) A basic award of **£1,929.81**
- (b) A compensatory award of **£2,700.00**
- (c) Loss of statutory employment rights **£1,286.00**

The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period February 2024 to April 2024.

The respondent shall pay the claimant **£5,200.00**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by **25%** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£2,573.80**.

The total gross sum payable by the respondent to the claimant is **£15,986.11**.

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Approved by  
Employment Judge Wright

Date 10/1/2025.

JUDGMENT SENT TO THE PARTIES ON  
13/1/2025

P Wing

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.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified

by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>