



EMPLOYMENT TRIBUNALS

Claimant: Michael Swallow

Respondent: CB Property Solutions Northern Ltd

HELD AT: Newcastle/ CVP

ON: 31st January 2025

BEFORE: Employment Judge Booth

REPRESENTATION:

Claimant: In person

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant the following sums within 14 days of the date on which this judgment is sent to the parties:
 - (a) A basic award of **£1,680**.
 - (b) A compensatory award of **£906.58**.
 - (c) An award for loss of statutory rights of **£453.29**

Unauthorised Deduction from Wages

3. The complaints of unauthorised deductions from wages contrary to Part II Employment Rights Act 1996 (ERA) are well-founded.
4. The respondent made an unauthorised deduction from the claimant's wages in the period from 01.06.2024 to 31.07.2024 inclusive in respect of non-payment of wages and statutory sick pay (SSP).
5. The respondent shall pay the claimant the following sums, which are the gross sums deducted, within 14 days of the date on which this judgment is sent to the parties:
 - (a) The sum of **£2,426.62** which is the gross sum deducted from wages in June 2024.
 - (b) The sum of **£1,353.50** which is the gross sum deducted from wages in July 2024.
6. 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.
7. The respondent shall pay the claimant the sum of **£708.96** which is the gross sum deducted in respect of holiday pay, within 14 days of the date on which this judgment is sent to the parties.
8. The claimant is responsible for the payment of any tax or National Insurance on the sums payable under paragraphs 5 and 7 of this judgment.

Employment Judge Booth

31.01.2025

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