



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant Mr R Summers
Respondent Bedworth Taxis Ltd

JUDGMENT MADE AT A HEARING BY CVP

HELD AT Birmingham **ON** 12 to 14 March 2025

EMPLOYMENT JUDGE Hughes

Representation

For the Claimant: In person

For the Respondent: Mr H Cottam, Legal Advisor

JUDGMENT

- 1 The claimant was an employee.
- 2 The claimant was unfairly dismissed. The respondent is ordered to pay him the sum of £8506.50 as compensation. The Recoupment Regulations do not apply.
- 3 The complaint of unauthorised deductions from wages in respect of holiday pay is well-founded and the respondent is ordered to pay the claimant the sum of £4944.80 in respect of that claim.
- 4 The complaint of unauthorised deductions from wages in respect of delayed implementation of pay rises is well-founded and the respondent is ordered to pay the claimant the sum of £276.00 in respect of that claim.
5. The respondent has undertaken to contact HMRC and its pension provider to resolve any issues about outstanding tax, National Insurance and pension contributions. If these matters are not resolved by 16 May 2025, the claimant has permission to apply for a further hearing to determine them.

6. If no application is made by 29 May 2025, any remaining remedy issues will be dismissed without further judgment or order.

Employment Judge Hughes
20 March 2025