



EMPLOYMENT TRIBUNALS

Claimant: Mr M John

Respondent: Nicholls Countryside Construction Limited

Heard at: London South Employment Tribunal, Croydon (by video)

On: 1-2 May 2025

Before: Employment Judge Abbott (sitting alone)

Representation

Claimant: representing himself

Respondent: Mr D Flood, barrister (instructed by rradar Limited)

JUDGMENT

1. The complaints in respect of unpaid holiday pay and deductions from pay are not well-founded and are dismissed.
2. The complaint of unfair dismissal succeeds – the claimant was unfairly dismissed.
3. The respondent shall pay compensation to the claimant of £2,134.61, made up as follows:
 - a. A basic award for unfair dismissal of £1,929.00 (having been reduced by 60% under s.122(2) ERA); and
 - b. A compensatory award for unfair dismissal of £205.61 (being 1 week of net pay reduced by 60% under s.123(6) ERA, the award otherwise being nil by consequence of the cumulative reductions made under s.123(1) and (6) ERA).

Approved by:

Employment Judge Abbott

Date: 2 May 2025

JUDGMENT SENT TO THE PARTIES ON
4 June 2025

FOR THE TRIBUNAL OFFICE

P Wing

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 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/>