



EMPLOYMENT TRIBUNALS

Claimant: Mr Eddie Parker

Respondent: Bupa Occupational Health Limited

RECORD OF A PRELIMINARY HEARING

Heard at: London Central (by CVP)

On: 16 and 17 June 2025

Before: Employment Judge Loraine

Appearances

For the claimant: In person

For the respondent: Miss L Kaye, Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

Wages – Unauthorised Deductions

1. The complaint of unauthorised deductions from wages in respect of business and travel expenses is not well-founded and is dismissed.
2. The complaint of unauthorised deductions from wages in respect of an unpaid bonus payment is not well-founded and is dismissed.
3. The complaint of unauthorised deductions from wages in respect a retained salary payment is well-founded and is upheld. The Respondent made an unauthorised deduction from the Claimant's final pay in June 2024 in the sum of £797.10.
4. By agreement the complaint of unauthorised deductions from wages in respect of holiday pay is well founded and succeeds. Parties have been able to reach an agreed position in respect of holiday pay and the amount of a day's pay at £232.04. The Respondent will pay to the Claimant the sum of £964.52 less necessary deductions for tax and NI as required by law in respect of holiday pay.

5. The complaint of unauthorised deductions from wages in respect of reimbursement for a private medical insurance policy is not well-founded and is dismissed.
6. The complaint of unauthorised deductions from wages in respect of deductions for the payment of benefit in kind taxation related to the provision of private medical insurance is not well-founded and is dismissed.
7. The respondent shall pay the claimant **£1,761.62**, which is the total gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance as appropriate.

Wages – Breach of Contract

8. The complaint of in respect of business and travel expenses is not well founded and is dismissed.
9. The complaint of unauthorised deductions from wages in respect of an unpaid bonus payment is not well-founded and is dismissed.
10. The complaint in respect of a retained salary payment is dismissed because the claim has succeeded under s.13.
11. The complaint in respect of holiday pay is dismissed because the claim has succeeded under s.13.
12. The complaint in respect of reimbursement for a private medical insurance policy is not well-founded and is dismissed.
13. The complaint in respect of deductions for the payment of benefit in kind taxation related to the provision of private medical insurance is not well-founded and is dismissed.

Employment Judge K Loraine
17 June 2025

Judgment sent to the parties on:

20 June 2025

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For the Tribunal:

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