



EMPLOYMENT TRIBUNALS

Claimant: Mr I Bates

Respondent: SMDG Coachworks Limited

Heard at: Croydon (by CVP)

On: 6 August 2025

Before: Employment Judge Lumby

REPRESENTATION:

Claimant: Mrs M Bates (wife)

Respondent: Mr S Moody (director)

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages in April and May 2024.
2. The respondent shall pay the claimant **£1,520**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Pension Contributions

3. The complaint of failure to make pension contributions is well-founded. The respondent failed to make contributions amounting to £660 in 2024.
4. The respondent shall pay the claimant **£660** to compensate the claimant for financial loss attributable to the failure to make such contributions.

Notice Pay

5. The complaint of breach of contract in relation to notice pay is well-founded.
6. The respondent shall pay the claimant **£2,279.76** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Holiday Pay

7. The complaint in respect of holiday pay is dismissed.

Redundancy Payment

8. Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£3,150**.

Unfair Dismissal

9. The complaint of unfair dismissal is dismissed.

Employer's counterclaim

10. The respondent's counterclaim is dismissed on withdrawal.

Approved by:
Employment Judge Lumby
6 August 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.