



EMPLOYMENT TRIBUNALS

Claimant: Mr B Shardlow

Respondent: R5 MSS Ltd

Heard at: Bristol (by Video) **On:** 19 September 2025

Before: Employment Judge T Brown

Appearances

For the claimant: In person

For the respondent: Not present or represented

JUDGMENT

- (1) It is hereby declared that the claimant was unfairly dismissed.
- (2) The respondent shall pay to the claimant as a basic award the sum of £2,100.
- (3) The respondent shall pay to the claimant as a compensatory award the sum of £12,112.11.
- (4) The respondent shall pay the claimant £1,912.44 (which is after deductions for tax and National Insurance) for accrued but untaken annual leave as at the date of the termination of the claimant's employment.

Approved by:
Employment Judge T Brown
19 September 2025

Sent to the parties on
14 October 2025

Reasons for the Employment Tribunal's decision having been given orally on 19 September 2025, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by a party within 14 days of the sending of this written record of the decision.