



EMPLOYMENT TRIBUNALS

Claimant: Mr P Bloxham

Respondent: Handling Equipment UK Limited

Heard at: Birmingham **On:** 20th & 21st November 2025

Before: Employment Judge Walker

Appearances:

Claimant: Mrs Dionne Hart (claimant's wife)

Respondent: Ms Tamsin Sandiford (counsel)

JUDGMENT

1. The claimant's claims of unfair dismissal is well founded. The claimant was unfairly dismissed by the respondent.
2. The respondent shall pay the claimant a basic award of **£10,500.00**.
3. The respondent shall pay the claimant a compensatory award of **£748.85**.
4. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply in this case as the claimant claimed no state benefits following his dismissal.

5. The complaint in respect of holiday pay is well-founded. The respondent breached the claimant's contract by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant **£621.23** in respect of accrued holiday pay. The respondent is responsible for paying any tax or National Insurance attributable to that sum.
7. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay.
8. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1,400.00**.
9. The respondent is therefore ordered to pay to the claimant the total sum of **£13,270.08**.

Approved on: 24th November 2025

Employment Judge Walker

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

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