



EMPLOYMENT TRIBUNALS

Claimant: Mr B Smith

Respondent: Vapour Nation Ltd

Heard at: Manchester

On: 7 November 2025

Before: Employment Judge Phil Allen

Representation

Claimant: Did not attend and was not represented

Respondent: Mr R Jones, former bookkeeper

JUDGMENT

1. **UPON APPLICATION** made on 16 May 2025 to reconsider the judgment dated 8 May 2025 (sent to the parties on 13 May 2025) under rule 69 of the Employment Tribunal Rules of Procedure, the Judgment made on 8 May 2025 is revoked.
2. The claim for a redundancy payment was not well-founded and is dismissed.
3. The respondent made an unauthorised deduction from the claimant's wages of £146.43 on 1 November 2024.

Employment Judge Phil Allen

7 November 2025

JUDGMENT SENT TO THE PARTIES
ON

18 December 2025

FOR THE TRIBUNAL OFFICE

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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/