



## 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](http://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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)