



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Howsam

**Respondent:** Concept Construction SW LTD

## JUDGMENT

1. The claim was presented in the Bristol Employment Tribunal on 20 April 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The claim that there was an unlawful deduction from wages is well founded. The Respondent shall pay to the Claimant the sum of £1250.21 gross.
3. The Tribunal is unable to award the Claimant a sum in respect of stress for this type of claim and therefore no such award is made.

Approved by:

**Employment Judge Bax**  
**24 November 2025**

JUDGMENT SENT TO THE PARTIES ON  
18 December 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE