



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Spinks-Dear  
**Respondent:** Intesa (Leicester) Ltd  
**Heard at:** East London Hearing Centre (by CVP)  
**On:** 26 June 2025  
**Before:** Employment Judge M Carpenter

## Representation

For the claimant: Not represented  
For the respondent: Did not attend

# JUDGMENT

The judgment of the Tribunal is as follows:

## Unfair dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. No basic award is payable. The respondent shall pay the claimant a compensatory award of **£16,000**.

## Unauthorised deduction from wages

3. The complaint of unauthorised deduction from wages is well-founded.
4. The respondent shall pay the claimant **£10,654.21**. This is a gross amount and tax may be payable on this.

**Holiday pay**

5. The complaint of unpaid holiday pay is well-founded.
6. The respondent shall pay the claimant **£1,009.65**. This is a gross amount and tax may be payable on this.

**Breach of contract**

7. The complaint of breach of contract in respect of unpaid pension contributions is well-founded.
8. The respondent shall pay the claimant **£700**.

**Total amount payable**

9. The total amount the respondent shall pay to the claimant is **£28,363.86**.

**Approved by**  
**Employment Judge M Carpenter**  
**Date: 26 June 2025**

**Note**

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**

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).