



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).