



EMPLOYMENT TRIBUNALS

Claimant

Nathan Potter

Respondent

Obs Medics Ltd

v

Heard at: Cambridge

On: 17 November 2025

Before: Employment Judge Tynan

Appearances

For the Claimant: In person

For the Respondent: Did not attend and was not represented

JUDGMENT

1. The Respondent made unauthorised deductions from the Claimant's wages between 1 January 2024 and 29 February 2024. The Tribunal orders the Respondent to pay the Claimant the sum of **£3,849.36** gross in respect of those deductions.
2. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay the Claimant the sum of **£165.24** gross.
3. The Claimant was dismissed in breach of contract in respect of his contractual four weeks' notice and the Respondent is ordered to pay damages to the Claimant in the sum of **£1,453.85** net.
4. The Claimant's complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed by the Respondent.
5. The Respondent shall pay the Claimant a basic award of **£888.32** in respect of his unfair dismissal.
6. The Respondent must pay the Claimant **£6356.77** in total.

Approved by:

Employment Judge Tynan

17 November 2025

JUDGMENT SENT TO THE PARTIES ON
10 December 2025

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FOR THE TRIBUNAL OFFICE

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

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 is likely to be payable in most but not all circumstances. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>