



EMPLOYMENT TRIBUNALS

Claimant: James Andrew Hindley
Respondent: TradeSun Limited
Heard at: Bristol by Cloud Video Platform
On: 4 and 5 December 2025
Before: Employment Judge David C. Gardner

Representation

Claimant: James Andrew Hindley (in person)
Respondent: Nigel Hook (CEO of TradeSun Ltd, in person)

JUDGMENT

1. The Claimant's complaint that he was unfairly dismissed by the Respondent is well-founded.
2. The Claimant's complaint of unlawful deduction of wages is well-founded. The Respondent made an unauthorised deduction of wages in respect of the Claimant's pay in respect of the period 21 June 2023 to 20 June 2024.
3. The respondent is ordered to pay the Claimant the sum of **£53,576.92**, which is calculated as follows:

a) Basic award:	£0.00
b) The gross sum that was deducted from pay:	£30,000.00
c) Compensatory award:	£23,576.92

which is calculated as follows

i) Loss of statutory rights -	£500.00
ii) Loss of earnings (gross) ¹ -	£23,076.92

TOTAL: **£53,576.92**

¹ £150,000 per annum / 52 = £2884.66. £2884.66 x 8 = £23,076.92.

4. The claimant received redundancy payments and so the basic award does not apply.
5. The claimant did not claim benefits and the recoupment provisions do not apply.
6. Should any party consider that the above calculations are incorrect or an award should have been made on a net rather than gross basis, they have permission to seek reconsideration within 14 days of receipt of this judgment. Any application for reconsideration to be referred to Employment Judge Gardner if possible.

Approved by
Employment Judge D. C. Gardner
Date: 5 December 2025

JUDGMENT SENT TO THE PARTIES ON
05 January 2026

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.