



EMPLOYMENT TRIBUNALS

Claimant: Mr. F. Severino

Respondent: Surrey Security Systems Limited

Heard at: Reading (by CVP) **On:** 28 and 29 May 2026 and 4 June 2026

Before: Employment Judge S. Matthews

Representation

Claimant: Self representing

Respondent: Ms. S. Sidhu (Managing Director of respondent)

JUDGMENT

1. The complaint of unfair dismissal is not well-founded. The claimant was not unfairly dismissed.
2. The claimant's claim for unlawful deductions from wages is dismissed upon withdrawal.

Approved by:

Employment Judge S. Matthews

Date: 4 June 2026

JUDGMENT SENT TO THE PARTIES ON

29 June 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary 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.

If full written reasons are provided they will be placed online.

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/