



EMPLOYMENT TRIBUNALS

Claimant: Mr D Rowe

Respondent: Merge Traffic Management Limited

Heard at: Sheffield (by video)

On: 25 June 2026

Before: Employment Judge Tegerdine

REPRESENTATION:

Claimant: Miss G Heal (friend)

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed.
2. The respondent made unauthorised deductions from the claimant's wages in May 2025 and June 2025.
3. The claimant's claim for holiday pay fails.
4. The claimant's claim for a statutory redundancy payment fails.

The Tribunal makes the following awards in respect of the claimant's claims.

The respondent is ordered to pay to the claimant:

1. Compensation of £42,157.00 for unfair dismissal.
2. A sum of £1,230.78 in respect of sums which were unlawfully deducted from the claimant's wages in May 2025 and June 2025.

The total gross sum due to the claimant is therefore **£43,387.78**

The respondent is ordered to pay the sums due to the claimant on or before 10 July 2026.

A schedule which sets out how the sums which are due to the claimant have been calculated is attached.

SCHEDULE – CALCULATION OF AWARDS

(1) Unauthorised deductions from wages

The claimant was dismissed on 31 July 2025.

The respondent made two unauthorised deductions of £615.39 each from the claimant's wages in May 2025 and June 2025.

The total amount of wages which was unlawfully deducted was £1,230.78 (2 x £615.39)

Total wages owed = £1,230.78

(2) Unfair dismissal

Basic award

The claimant's employment with the respondent commenced on 30 January 2023 and ended on 31 July 2025. He was employed for 2 complete years.

The claimant was 45 years old as at the termination date, so is entitled to 1.5 weeks' gross pay for each full year of employment.

2 years x 1.5 x £719 (claimant's gross weekly wage was £769.24, however the statutory cap on a week's wage of £719 which applied on 31/07/2025 applies) = £2,157.

[Note: Employment Judge Tegerdine mistakenly applied the current cap on a week's wage (£751) during the hearing, however on reconsideration it is the cap which applied on the date of dismissal (£719) which must be applied].

Total basic award = £2,157

Compensatory award

(1) Immediate financial loss

The claimant's net weekly pay was £629.

The claimant's employment came to an end on 31 July 2025. He was paid 4 weeks' notice pay, so did not suffer any loss until 4 weeks after he was dismissed i.e. until 29 August 2025.

The claimant was unemployed between 29 August and 7 September 2025.

1.5 weeks net pay (29 August – 7 September 2025) (1.5 x £629) = £943.50

The claimant briefly secured alternative employment on 8 September 2025, however his employment unexpectedly terminated through no fault of the claimant in 3 weeks. The claimant's new job came to an end on 28 September 2025. The claimant has been unemployed since that date.

38.5 weeks' net pay (29 September 2025 – 25 June 2026) $(38.5 \times £629) = £24,216.50$

Loss of statutory rights - £500

Total compensation for immediate financial loss = £25,600.00

(2) Future financial loss

The claimant has been unemployed for 9 months. He is actively looking for work. The claimant is expected to find work in 6 months' time.

26 weeks' net pay $(26 \times £629) = £16,354.00$

Total compensation for future financial loss = £16,354.00

Total compensatory award = £41,954

COMPENSATORY AWARD IS SUBJECT TO STATUTORY CAP OF 1 YEAR'S GROSS SALARY - £40,000

Total compensatory award after application of statutory cap = £40,000

Case Number: 1805950/2025

Employment Judge Tegerdine

26 June 2026