



EMPLOYMENT TRIBUNALS

Claimant: Mr Colin Smith

Respondent: Bailey Fabrications Ltd

JUDGMENT

1. The claim was presented in the Bristol Employment Tribunal on 25 November 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £1,365.76 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £6,430.68.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £10,927.08.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £1,365.76.
6. The respondent must pay the claimant **£20,089.28** in total.

Approved by:

Employment Judge Ferguson

Date: 30 June 2026

JUDGMENT SENT TO THE PARTIES ON
8 July 2026

Jade Lobb
FOR THE TRIBUNAL OFFICE