



EMPLOYMENT TRIBUNALS

Claimant: Mr Nicholas Hooper

Respondent: Recruitment Mergers Limited

Heard at: Southampton (by CVP)

On: 14 August 2026

Before: Employment Judge Lumby

REPRESENTATION:

Claimant: In person

Respondent: did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

Expenses

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages by not reimbursing expenses incurred.
2. The respondent shall pay the claimant **£11,907.58**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The respondent shall also pay the claimant **£991.27** to compensate the claimant for financial loss attributable to the unauthorised deduction.

Notice Pay

4. The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.

Holiday Pay

5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for two days holiday accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant **£269.23**. The claimant is responsible for paying any tax or National Insurance.

Pension

7. The complaint in respect of pension contributions is well-founded. The respondent was in breach of contract in failing to pay the pension contributions to NEST.
8. The respondent shall pay the claimant **£933.56** as damages for breach of contract. This is the net value to the claimant of the amount due.

Respondent's counterclaim

9. The respondent's counterclaim is not well-founded and is dismissed.

Approved by:
Employment Judge Lumby
14 August 2026

Judgment sent to the parties on
02 September 2026

For the Tribunal

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.