Case Number: 6027556/2025

EMPLOYMENT TRIBUNALS

Claimant: Mr Andrew Strong

Respondent: Oakstone Limited

Heard at: by CVP from the Bristol Employment Tribunal

On: **1 and 2 October 2026**

Before: Employment Judge Woodhead (sitting alone)

Appearances

For the Claimant: Mrs L Simpson (counsel)

For the Respondent: Mr A Williams (Solicitor)

JUDGMENT

The decision of the Tribunal is:

1. The complaints of unauthorised deductions from wages are well-founded in the following respects:

    1.1 The respondent made an unauthorised deduction from the claimant's wages on 30 May 2025 in the amount of to **£10,730.75** (gross).

    1.2 The respondent made an unauthorised deduction from the claimant's wages on 30 June 2025 in the amount of **£27,478.71** (gross).

2. The respondent shall pay the claimant **£38,209.46**, which is the total gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance. The corresponding claims for breach of contract under The Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 ("**Extension Order**") are dismissed.

3. The complaint of unauthorised deductions from wages and/or breach of contract in respect of a pipeline commission payment of **£29,071.69** is not well-founded and is dismissed.

Case Number: 6027556/2025

Employment Judge Woodhead

Dated: 2 October 2026

Sent to the parties on

30 October 2026

Notes

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.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

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