



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr O Ingham

**Respondent:** R Greaves Developments Limited

**HELD** in Sheffield by CVP

**ON:** 27 January 2025

**BEFORE:** Employment Judge Brain

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance or representation

# JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The respondent made an unauthorised deduction from the claimant's wages.
2. The respondent shall pay to the claimant the sum of £1,673.07 being the amount of the unauthorised deduction.
3. The respondent summarily dismissed the claimant in circumstances where he was not liable to be dismissed without notice. Accordingly, his wrongful dismissal claim succeeds.
4. The respondent shall pay to the claimant compensation for wrongful dismissal in the sum of £557.69 (being an amount equivalent to one week's gross pay).
5. The claimant's claim for compensation for holiday accrued but untaken as at the date of termination of the contract of employment stands dismissed, the claimant having exhausted his accrued holiday entitlement prior to that termination date.
6. The claimant's claim for a redundancy payment is refused as the claimant had insufficient qualifying service as at the date of termination.

**Approved by Employment Judge Brain**

Date: 2/2/25.

Note - 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.

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**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/>