



EMPLOYMENT TRIBUNALS

Claimant: Mr T Spencer

Respondent: Cheap as Skips Limited

Heard: In Leeds **On: 30 August 2022**

Before:
Employment Judge JM Wade

Representation

Claimant: In person with Mrs N Fox
Respondent: Mr Rudd, counsel

JUDGMENT

- 1 The claimant's complaint of constructive unfair dismissal is well founded.
- 2 The respondent shall pay to him a Basic Award of £1800 and a Compensatory Award of £500.
- 3 The claimant's complaint of unpaid holiday pay on the termination of employment succeeds and the respondent shall pay to him the gross sum of £2160 and it shall be for the claimant to account for any tax and national insurance due.
- 4 The complaints having succeeded in circumstances where the respondent had not provided written particulars of employment, the respondent shall pay to him a further sum of £1200.
- 5 The recoupment regulations do not apply to the sums above.
- 6 The complaints against David and Heather Price are dismissed (they were not the employer and the complaints could not be determined against them).

Employment Judge JM Wade

Date 31 August 2022

Judgments and reasons are published online soon after they are sent to the parties. Written reasons, if required, must be requested within fourteen days of this Judgment being sent to the parties. Requests for reasons must be copied to the other party.