



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr A Guice**

**v**

**24/7 Plumbing & Gas (UK) Limited**

**Heard at:** Midlands (West) Employment Tribunal (hybrid)

**On:** 21 & 22 December 2022

**Before:** Employment Judge P Klimov (sitting alone)

**Representation:**

**For the Claimant:** Ms J Guice, parent

**For the Respondent:** Ms E Afriyie, employment consultant

## Judgment

1. The respondent has made unlawful deductions from the claimant's wages, and was in breach of contract, by failing to pay to the claimant for overtime work outside his normal hours of work of 40 hours a week and must pay to the claimant a compensation in respect of the amount unlawfully deducted (alternatively, damages for breach of contract) to be determined by the Tribunal at a remedy hearing, if not agreed by the parties.
2. The claimant was unfairly dismissed by the respondent. The respondent must pay to the claimant a compensation for unfair dismissal to be determined by the Tribunal at a remedy hearing, if not agreed by the parties.

**Case Number 1301401/2022**

**Employment Judge Klimov**

22 December 2022