



# EMPLOYMENT TRIBUNALS

BETWEEN

*Claimant*

*Respondent*

Mr L Shaw

AND

Stewart Inglis Industrial  
Painting Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: North Shields

On: 14 August 2017

Before: Employment Judge Johnson

### *Appearances*

For the Claimant: Mr R Owen (Citizens Advice Bureau)

For the Respondent: Mr S Inglis (Director)

## JUDGMENT

- 1 The claimant's complaint of unfair dismissal is well-founded and succeeds. The respondent is ordered to pay to the claimant a basic award for unfair dismissal in the sum of £8,800 and a compensatory award in the sum of £2,542.
- 2 The claimant's complaint of unauthorised deduction from wages is well-founded and succeeds. The respondent is ordered to pay to the claimant the sum of £1,071 in respect of wages unlawfully deducted. That sum is a net amount and the respondent shall be responsible for the payment of any income tax and national insurance contributions thereon.
- 3 The claimant's complaint of unauthorised deduction from wages (failure to pay accrued holiday pay) is well-founded and succeeds. The respondent is ordered to pay to the claimant the sum of £1,285.20 in respect of accrued holiday pay. This is a net amount and the respondent shall be responsible for the payment of any income tax and national insurance contributions thereon.

- 4 The claimant's claim for repayment of the Employment Tribunal fee shall be stayed to await decisions of the Ministry of Justice and Her Majesty's Courts and Tribunal Service in relation to the implications of the decision of the Supreme Court in **R (on the application of Unison) v Lord Chancellor [2017] UKSC51**.

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**Employment Judge Johnson**

**Date 23 August 2017**

**JUDGMENT SENT TO THE PARTIES ON**

**25 August 2017**

**P Trewick  
FOR THE TRIBUNAL**

**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.