



## EMPLOYMENT TRIBUNALS

Claimant

**Ms C Fowler**

Respondent

**York Cocoa Works Limited**

Heard at: **Leeds**

On: **27 September 2019**

Before: **Employment Judge Rogerson (sitting alone)**

Representation:

Claimant: **In person**

Respondent: **No attendance Rule 21 Judgment**

## JUDGMENT ON REMEDY

1. The respondent has made an unauthorised deduction from the claimant's wages. The respondent is ordered to pay the claimant the gross sum of £3,086.23.
2. That award of £3,086.23 is uplifted by 25% in accordance with section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 by the sum of £771.55, for the respondent's unreasonable failure to comply with the ACAS Code of Practice 1; Disciplinary and Grievance Procedures (2015).

**Employment Judge Rogerson**

3 October 2019