



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr A Paul

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ABC Pub Co Ltd

Heard at: London Central (by video)

On: 14 January 2021

Before: Employment Judge P Klimov, sitting alone

Representation

For the Claimant: Mr S Tettey (of Counsel)

For the Respondent: did not attend and was not represented

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

JUDGMENT

1. The claimant's claim that there was an unauthorised deduction from his wages in respect of the period March – 4 July 2020 succeeds. The respondent has made an unlawful deduction from the claimant's wages in contravention of section 13 of the Employment Rights Act 1996 and is ordered to pay the claimant **the net sum of £5,322.08** for the wages unlawfully deducted.
2. The respondent has unreasonably failed to comply the ACAS Code of Practice on Disciplinary and Grievance Procedures and **25%** increase shall be applied to the sum awarded. The respondent is ordered to pay the claimant **the net sum of £1,330.52**.

3. The respondent was in breach of section 8 of the Employment Rights Act 1996 by failing to provide the claimant his itemised pay statements for the period from March 2019.

Employment Judge P Klimov
London Central Region

Dated : 14 January 2021

Sent to the parties on:

15th Jan 2021.

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For the Tribunals Office

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.