



Case No. 1405246/2019

# EMPLOYMENT TRIBUNALS

Claimants: Mr K Jarco

Respondent: Hovis Limited

## RECORD OF A HEARING

Heard at: Southampton (In Person) On: 2 and 3 December 2021

Before: Employment Judge Self  
Mr K Ghotbi-Ravandi  
Mr H Launder

### Appearances

For the Claimant: In Person (via a Polish Interpreter)

For Respondent: Mr Z Sammour - Counsel

## JUDGMENT

1. The Claim pursuant to section 47B of the Employment Rights Act 1996 (ERA) is not well-founded and is dismissed.
2. The Claim of unlawful deduction of wages is dismissed upon withdrawal.

3. Upon the Tribunal deciding that the section 47B ERA claim is not wellfounded for substantially the same reasons given in the Deposit Order previously made in this Claim, the deposit of £20 shall be paid to the Respondent as soon as reasonably practicable.
4. The Claimant shall pay the Respondent £4,980 in respect of costs within 21 days of the date of this Order. For the avoidance of doubt the full costs sum is £5,000 made up of the sums detailed in this paragraph and at paragraph 3.

Employment Judge Self  
Date: 3 December 2021

Judgment sent to parties: 20 December 2021

FOR THE TRIBUNAL OFFICE