



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Chipman  
**Respondent:** Birmingham City Council  
**Heard at:** Birmingham (by CVP video hearing )  
**On:** 2, 3, 4, 7 & 8 March 2022  
**Before:** Employment Judge Flood

## Representation

Claimant: In person  
Respondent: Mr Starcevic (Counsel)

# JUDGMENT

1. The claimant's complaint of unlawful deductions from wages does not succeed and is dismissed.
2. The respondent (in breach of section 4 Employment Rights Act 1996 ("ERA")) failed to provide the claimant with a written statement of change to his employment particulars in respect of the honorarium payment from 1 January 2018 onwards.
3. In accordance with the provisions of sections 11 and 12 ERA, the Tribunal has determined that the following particulars are those which ought to have been included in a statement given to the claimant under section 4 ERA:

*"With effect from 1 January 2018, the claimant will receive an honorarium payment of £150 per calendar month in respect of additional duties he has been asked by the respondent to carry out at the Redfern Road depot namely to convey information about refuse collection services to its Head Office and to support the Depot Manager in his role as Assistant Service Manager as required.*

*The honorarium payment arrangement will continue in accordance with the current Honoraria policy of the respondent and will be reviewed from time to time and/or terminated in accordance with the terms set out in that policy."*

**Employment Judge Flood  
8 March 2022**

Notes

Reasons for the judgment having been given orally at the hearing and a request for written reasons having been made, written reasons be provided as soon as reasonably practicable.

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