



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr R Inza

v

Cordant Security Limited

Heard at: Watford, in person

On: 19 August 2022

Before: Employment Judge Hyams, sitting alone

Representation:

For the claimant:

In person

For the respondent:

Not present and not represented

JUDGMENT

- 1 The respondent unlawfully deducted the sum of £150 from the claimant's wages and the claimant is accordingly entitled to that sum.
- 2 The claimant was dismissed within the meaning of section 95(1)(c) of the Employment Rights Act 1996 ("ERA 1996"). That dismissal was unfair.
- 3 The claimant is entitled to a basic award within the meaning of section 119 of the ERA 1996 in the sum of £2,138.40 (4 x 1.5 x the claimant's weekly wage at the time of his dismissal of £356.40).
- 4 The claimant is entitled to 4 week's unpaid wages which are payable gross, i.e. before the deduction of income tax and national insurance contributions, which will be deducted from the sum under regulation 37A of the Income Tax (Pay as You Earn) Regulations 2003, SI 2003/2682. That sum is £1,425.60.
- 5 The claimant is owed 12 days' accrued holiday pay, which is £855.36 gross.
- 6 The claimant was treated detrimentally within the meaning of section 47B of the ERA 1996 for the making of one or more protected disclosures within the meaning of section 43A of the ERA 1996. The claimant is entitled to

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compensation in the sum of £508.00 in respect of wages paid at 50p per hour less than he would have received if he had not been treated so detrimentally.

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.

Employment Judge Hyams

Date: 19 August 2022

Sent to the parties on:

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For Secretary of the Tribunals