



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Fitzgerald

**Respondent:** (1) The Maintenance Services Team Limited  
(2) The Electrical Services Team Limited

**Heard at: Watford Tribunal**                      **On: 18 July 2023**

**Before:** Employment Judge Cowen

**Representation**

Claimant: Mr Fitzgerald (in person)

Respondents: Did not attend

## JUDGMENT

For reasons outlined in my oral judgment, the First Respondent must pay the Claimant;

1. Unlawful deduction of wages – July 2022 - £397.15
2. Unlawful deduction of wages – August 2022 - £2,201.18
3. Unlawful deduction of wages – September 2022 - £627.50
4. Outstanding expenses - £564.00
5. Pension contributions £1613.54
6. Failure to follow ACAS Code in relation to grievance raised @25% = £1350.84

A total sum of £6,754.21

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Employment Judge Cowen

Date \_\_\_ 18 July 2023 \_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

19 July 2023

GDJ  
FOR THE TRIBUNAL 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.

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