



EMPLOYMENT TRIBUNALS

Claimant: Mr A Davis

Respondent: BW Resources Ltd (formerly Boardworks Ltd)

Heard at: Watford (by CVP)

On: 29 June 2023

Before: Employment Judge Maxwell
Mrs F Betts
Mr K Rose

Appearances

For the claimant: in person

For the respondent: Mr Bero, Director

JUDGMENT

1. The Claimant's claims of protected disclosure detriment and dismissal (if and to the extent he had the latter) are dismissed on withdrawal.
2. The Claimant had standing to bring his claim under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992, it is well-founded and we make a protective award in his favour. The Respondent is ordered to pay to the Claimant remuneration for the protected period of 90 days beginning on 28 May 2022 (**£12,975**).
3. The Claimant's claim of unlawful deductions is well-founded and he is entitled to:
 - 3.1 **£13,843.54 gross** with respect to ordinary pay;
 - 3.2 **£5,779.65** with respect to pension.
4. The Claimant's breach of contract claim is well-founded and he is entitled to:
 - 4.1 expenses of **£1,000** for the purchase of IT equipment;
 - 4.2 health costs of **£215**;
 - 4.3 Notice Pay of **£4,325.42 gross**.
5. The Claimant's claim for accrued undertaken annual leave is well-founded and he is entitled to **£1,397.44 gross**.

Case Number: 3308810/2022

Employment Judge Maxwell

Date: 29 June 2023

Sent to the parties on:
24 July 2023

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For the Tribunal Office:
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