



EMPLOYMENT TRIBUNALS

Claimant Mr A Deller

Respondent Andrews Tipper Hire Limited

Heard at: Exeter (by video hearing)

On: 21 July 2023

Before:

Employment Judge Goraj

Representation

The Claimant: in person.

The Respondent: did not attend.

JUDGMENT

THE JUDGMENT OF THE TRIBUNAL is that: -

1. The respondent made an unlawful deduction from the claimant's wages in the sum of £614 gross in breach of section 13 of the Employment Rights Act 1996. The claimant is accordingly awarded, and the respondent is ordered to pay the sum of £614 to the claimant.
2. Further, the award of £614 is uplifted by 25% (£153.50) pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 in respect of the respondent's unreasonable failure to comply with the ACAS Code of Practice (Disciplinary and Grievance Procedures) in respect of the claimant's letter of grievance dated 2 September 2022.

3. The claimant is therefore awarded, and the respondent is ordered to pay to him, the total sum of £767.50 (£614+£153.50)

Employment Judge Goraj

Date: 21 July 2023

Judgment sent to the Parties on

For the Tribunal Office

As reasons for the Judgment were announced orally at the Hearing written reasons shall not be provided unless they are requested by a party within 14 days of the sending of this Judgment to the parties.

Online publication of judgments and reasons

The Employment Tribunal (ET) is required to maintain a register of judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at: <https://www.gov.uk/employment-tribunal-decisions>

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in anyway prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness