



EMPLOYMENT TRIBUNALS

Claimant: Mr D Lewis

Respondent: Bowen Groundworks and Utilities Ltd

Heard at: Cardiff (by video (CVP)) **On:** 11 August 2023

Before: Employment Judge Leith

Representation

Claimant: In person

Respondent: Mr Wishart (Consultant)

JUDGMENT

1. The respondent has made an unlawful deduction from the claimant's wages. The respondent is ordered to pay the claimant the gross sum of **£1,598.50** in respect of the amount unlawfully deducted. No award is made in respect of financial loss attributable to the unlawful deduction.
2. The respondent was in breach of contract by failing to pay the claimant for his notice. The respondent is ordered to pay to the claimant the sum of **£807.50**, being damages for the breach of contract (calculated gross, on the basis that the payment will be taxable).
3. The respondent failed to provide the claimant with a written statement of particulars. The respondent is ordered to pay the claimant the sum of **£2,284¹** in respect of that failure.

Employment Judge Leith

Date: 11 August 2023

JUDGMENT SENT TO THE PARTIES ON 22 August 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

¹ That is, four weeks' pay at the statutory cap in force at the Effective Date of Termination, which was £571, giving a total of £2,284. The figure provided orally at the hearing was higher as it did not take account of the statutory cap on a week's pay for the purposes of such an award. This judgment records the corrected figure.

Note

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.