



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr D Carpenter**

**v**

**Complex Logistics Ltd**

**Heard at:** Birmingham ET (in public; by video)

**On:** 18 September 2023

**Before:** Employment Judge **Klimov**

**Appearances:**

For the claimant: in person

For the respondent: Mr M Hitchins, HR Consultant

## JUDGMENT

1. The Respondent has made unlawful deductions from the Claimant's wages and is ordered to pay to the Claimant the gross sum of **£10,431.03**, with respect to the wages unlawfully deducted.
2. The Respondent has unreasonably failed to comply with Acas Code of Practice on Disciplinary and Grievance Procedures, and it is just and equitable to increase the award by 25% (**£2,607.76**).
3. Therefore, the Respondent must pay to the Claimant the total gross sum of **£13,038.79** (£10,431.03 + £2,607.76), less any deductions for tax and National Insurance, for which the Respondent must account to the HMRC.

**Employment Judge Klimov**

18 September 2023

**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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