



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Kowarski

**Respondent:** Mr D Tyrkiel

**Heard at:** Remotely via CVP for Watford Employment Tribunal

**On:** 20 September 2023

**Before:** Employment Judge L Robertson

**Representation**

**Claimant:** in person

**Respondent:** in person

## JUDGMENT

The claimant's claim of unlawful deduction from wages pursuant to section 23 Employment Rights Act 1996 fails and is dismissed.

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Employment Judge L Robertson

Date signed: 29 September 2023

JUDGMENT SENT TO THE PARTIES ON  
14/11/2023

FOR THE TRIBUNAL OFFICE – N Gotecha

### 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.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.