



EMPLOYMENT TRIBUNALS

Claimant: Mr L Richardson

Respondents: Mr Paul Watson

Heard at: Newcastle Employment Tribunal

On: 9th, 10th, 11th October and 14 November 2023

Before: Employment Judge Sweeney
Lynn Jackson
Derek Cattell

Appearances

For the Claimant, In person

For the Respondent, Mr M Rahman

JUDGMENT

1. The Claimant's claims of disability discrimination are not well-founded and are dismissed.
2. The Claimant's claim of automatically unfair dismissal under section 99 Employment Rights Act 1996 is not well-founded and is dismissed.
3. The Claimant's claims of unlawful deduction of wages are not well-founded and are dismissed.
4. The Claimant's claim of breach of contract in respect of pension contributions is not well-founded and is dismissed.
5. The Claimant's claim under regulation 30 Working Time Regulations 1998 ('WTR') for failure to make a payment in lieu of one day's leave in accordance with regulation 14 WTR is well-founded and succeeds.
6. At the date of commencement of proceedings, the Respondent was in breach of section 1 Employment Rights Act 1996 requiring provision of a written statement of particulars of employment.

REMEDY

7. The Respondent is ordered to pay to the Claimant the total sum of **£930.78 consisting of:**
- a. An award of **£84.62** under regulation 30(3)(b) WTR 1998
 - b. An Award of the minimum amount (two weeks pay) of **£846.16** under section 38(3) Employment Act 2002

Employment Judge **Sweeney**

Date: 15 November 2023

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.