



EMPLOYMENT TRIBUNALS

Claimant: Mr C Wood

Respondent: Harmony Fire Limited

Heard at: Liverpool

On: 15-19 January 2024

Before: Employment Judge Aspinall
Ms Price
Mr Taylor

Representation

Claimant: In person

Respondent: Mr Boyd, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant's complaint of direct discrimination on the protected characteristic of his lack of religion or belief fails.
 2. The claimant's complaint of victimisation on the protected characteristic of his lack of religion or belief fails.
 3. The claim for holiday pay under the Working Time Regulations 1998 was brought out of time. The Tribunal found it was reasonably practicable for the complaint to have been brought in time. The complaint is dismissed.
 4. The Section 13 unauthorised deduction from pay complaint for his bonus is not well founded as the claimant could not establish an entitlement to bonus as part of wages properly payable to him and fails.
 5. The breach of contract complaint for failing to pay his peer review bonus is not well founded and fails, the claimant having been unable to establish a contractual entitlement to bonus.
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Employment Judge **Aspinall**

Date: 19 January 2024

JUDGMENT SENT TO THE PARTIES ON

Date: 29 January 2024

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FOR THE TRIBUNAL OFFICE

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>