



EMPLOYMENT TRIBUNALS

Claimant: Mr A Lewis
Respondent: Haulfryn Richard Davies Ltd
Heard at: Pontypridd County Court
On: 20 May 2024
Before: Employment Judge R Harfield

Representation:

Claimant: Mr W Cowley (CAB)
Respondent: Mr W Jones (non-legal representative)

JUDGMENT

Unauthorised deduction from wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from wages.
2. The respondent shall pay the claimant **£1200.00**, which is the gross sum deducted.

Unfair dismissal

3. The complaint of constructive unfair dismissal is well-founded. The claimant was unfairly dismissed.
4. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£1255.59**
 - (b) A compensatory award of **£2407.06** made up of:
 - (i) Losses in the 2 week notice period (calculated gross and with credit given for 4 days' earnings) £637.06;
 - (ii) 4 weeks net loss of earnings thereafter £1520;
 - (iii) Loss of statutory rights £250.

5. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply as the Claimant was not in receipt of benefits in the relevant period.

Employment Judge R Harfield

Date 20 May 2024

JUDGMENT SENT TO THE PARTIES ON 22 May 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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/>