



EMPLOYMENT TRIBUNALS

Claimant: Mr K Lewis

Respondent: Network Rail Infrastructure Limited

Heard at: Watford Employment Tribunal via Video hearing
On: 11 June 2024

Before: Employment Judge Youngs

JUDGMENT

1. The Claimant's claim for unlawful deductions from wages succeeds.
2. The Respondent shall pay the claimant £3,420, which is the gross sum deducted, to be paid subject to deductions for employee tax and National Insurance.
3. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures and it is just and equitable to increase the compensation payable to the Claimant by 15% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992. Accordingly, the Respondent shall also pay the Claimant a further £513.

Employment Judge Youngs
Date: 14 June 2024

JUDGMENT SENT TO THE PARTIES ON
01/08/2024

FOR THE TRIBUNAL OFFICE

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this 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.