



EMPLOYMENT TRIBUNALS

Claimant: Mr T Charlerie

Respondent: Concentrix TSC UK Ltd t/a Concentrix

Heard at: Birmingham (by CVP)

On: 19 September 2024

Before: Employment Judge Edmonds

Representation

Claimant: In person

Respondent: Mr R Byrom, solicitor

JUDGMENT

1. The claimant was not ready, willing and able to work on any dates during March and April 2023 when he either was not contactable by the respondent, and/or on which he failed to follow the respondent's standard reporting procedure (of contacting the central team on 0330 123 5215). The absence reporting procedures set out in clause 11 of his contract of employment applied whether the absence was due to sickness or some other reason, and if those procedures were not followed the respondent was entitled to treat that absence as unauthorised and not to pay the claimant for that day; and
2. The claimant was ready, willing and able to work on any dates during March and April 2023 which did not fall within paragraph (1) above and when he was unable to work because he said he did not have a working PC.
3. The respondent was entitled to make deductions from the claimant's wages on any days when he was not ready, willing and able to work during March and April 2023, at a rate of one day's pay for each day in question. Such deductions were authorised by the written terms of his contract of employment.

Employment Judge Edmonds

Date 19 September 2024

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/>