



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant:** Mr. N Edwards **and**  
**Respondent:** Mueller Europe Limited

**SITTING AT:** Birmingham

**ON:** 22 October 2024

**BEFORE:** Employment Judge G Smart

In public and in person.

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing from the Claimant himself and Ms Gutteridge the HR and Payroll Manager for the Respondent:

1. The Claimant's claims for unlawful deduction of wages are not well founded and are dismissed.
2. Written reasons were requested at the hearing after oral judgment was given. They will be provided as soon as possible.

EMPLOYMENT JUDGE SMART  
22 October 2024

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and reasons for the judgments are published in full online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties. 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/>