



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant Mr D Oakes
Respondent IKEA Ltd

JUDGMENT MADE AT A HEARING

HELD AT Birmingham **ON** 31 March and 1 April 2025

EMPLOYMENT JUDGE Hughes

Representation

For the Claimant: In person

For the Respondent: Miss A Rollins, Counsel

JUDGMENT

1 The IPE level, benefits and bonuses were not express or implied contractual terms.

2 The claimant's claims for unauthorised deductions from wages and for amendments to his employment particulars under section 11 Employment Rights Act 1996 are not well-founded and are dismissed.

Approved and signed by
Employment Judge Hughes
1 April 2025

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/>