



# EMPLOYMENT TRIBUNALS

## Claimant

Mr. J. Groenewald

v

## Respondent

Nicholas Mee & Company  
Limited

**Heard at:** Watford (CVP)

**On:** 16 April 2025

**Before:** Employment Judge Grahame Anderson

## Appearances

**For the Claimant:** In person

**For the Respondent:** Ms. C. Patel (Operations and Finance Manager)

## JUDGMENT

1. The deduction made from the Claimant's wages was an exempted deduction within the meaning of s. 14 of the Employment Rights Act 1996. Accordingly, the claim is dismissed.

Approved by:

**Employment Judge Grahame Anderson**

Date: 16 April 2025

Sent to the parties on: 14 May 2025

For the Tribunal Office.

## Note

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](http://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 is likely to be payable in most but not all circumstances. 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/>