



EMPLOYMENT TRIBUNALS

Claimant: Mr A Rowell

Respondent: AJ Civil and Engineering Limited

HELD AT: Newcastle/ CVP

ON: 30th May 2025

BEFORE: Employment Judge Booth

REPRESENTATION:

Claimant: In person

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant was not employed by the respondent for a minimum period of 2 years, as required by section 108 and 94 of the Employment Rights Act 1996. Accordingly, the Tribunal does not have jurisdiction to hear the claimant's complaint of unfair dismissal and the claim is dismissed.
2. The claimant was a worker of the respondent within the meaning of section 230 of the Employment Rights Act 1996.
3. The claimant's complaint of unauthorised deduction from wages contrary to section 13 of the Employment Rights Act 1996 is well-founded.
4. The respondent made an unauthorised deduction from the claimant's wages on 17.01.2025 in respect of wages owed for five 10 hour shifts worked in week commencing 04.10.2025 which were payable at a rate of £16 per hour.

5. The respondent shall pay the claimant £800, which is the gross sum deducted within 14 days of the date on which this judgment is sent to the parties. The claimant is responsible for the payment of any tax or National Insurance.

Employment Judge Booth
Date 30th May 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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