



EMPLOYMENT TRIBUNALS

Claimant: C Philoxenides

Respondent: Waste Managed Limited

Heard at: Newcastle

On: 9-13 June 2025

Before: Employment Judge Aspden

Appearances

For the claimant: in person
For the respondent: Mr Rodger

JUDGMENT

1. The claimant's complaint that the respondent contravened section 13 of the Employment Rights Act 1996 by making one or more unauthorised deductions from his wages by failing to pay him overtime pay is not well founded and dismissed.
2. The claimant's complaint of unfair dismissal (relying on Employment Rights Act 1996 s103A and section 98) is not well founded and is dismissed.
3. The claimant's complaint that the respondent contravened section 13 of the Employment Rights Act 1996 by making an unauthorised deduction from his wages in January 2024 in failing to pay him his salary is well founded.

Employment Judge Aspden

13 June 2025

Notes

Reasons for the judgments 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/>