



EMPLOYMENT TRIBUNALS

Claimant: Mr T Hadley

Respondent: Air Canada

Heard at: Reading

On: 9, 10 and 12 September 2025
and (panel only) 11 September 2025

Before: Employment Judge Hawksworth
Ms A Crosby
Ms B Osborne

Appearances:

For the claimant: Mr P Powlesland (counsel)
For the respondent: Mr L Harris (counsel)

JUDGMENT

The unanimous decision of the tribunal is that:

1. The complaint of unauthorised deductions contrary to sections 13 and 23 of the Employment Rights Act 1996 is well founded and succeeds.
2. The complaint of failure to make reasonable adjustments fails and is dismissed.
3. By consent, the respondent must pay:
 - 3.1 £6,124.60 to the claimant in respect of deductions from wages in the period August 2023 to April 2024. This is the gross sum. The respondent may pay the claimant the net sum, provided that it accounts to HMRC for tax and national insurance due on the sum; and
 - 3.2 £734.96 to the claimant's pension scheme in respect of employer pension contributions for the period August 2023 to April 2024.

Approved by:
Employment Judge Hawksworth

Date: 12 September 2025

Sent to the parties on:
6 October 2025

For the Tribunals 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:

All judgments and written reasons for the judgments are published in full online, shortly after a copy has been sent to the claimant(s) and respondent(s) in the case, at www.gov.uk/employment-tribunal-decisions

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/>