



EMPLOYMENT TRIBUNALS

Claimant: Mr K James

Respondent: Walkern Construction Limited

HELD AT: Watford/ CVP

ON: 9 October 2025

BEFORE: Employment Judge Booth

REPRESENTATION:

Claimant: In person

Respondent: Not in attendance

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant the following sums within 14 days of the date on which this judgment is sent to the parties:
 - (a) A basic award of **£7,511.61**
 - (b) A compensatory award of **£13,267.20**

Unauthorised Deductions from Wages

3. The complaints of unauthorised deductions from wages contrary to Part II Employment Rights Act 1996 are well-founded.

4. The respondent made an unauthorised deduction from the claimant's wages in the period November 2022 to March 2024 inclusive in respect of pension contributions not paid in to the claimant's pension scheme. The respondent shall pay the claimant **£2,499** which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
5. The respondent made an unauthorised deduction from the claimant's wages on 11 April 2024 in respect of unpaid wages for the period from 12 March 2024 to 11 April 2024, 5 days of accrued but untaken holiday and 12 weeks of payment in lieu of notice. The respondent shall pay the claimant **£8,316.04** which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
6. The total sum payable to the claimant is: **£31,593.85**. The respondent shall pay 14 days of the date on which this judgment is sent to the parties.

Approved

Employment Judge Booth

Date 9 October 2025

JUDGMENT SENT TO THE PARTIES ON

27 October 2025

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FOR THE SECRETARY OF THE TRIBUNALS

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments (apart from judgments under rule 51) 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.