



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Williamson

**Respondent:** Veolia (ES) UK Limited

**Heard at:** Leeds Employment Tribunal (via CVP)  
**On:** 13<sup>th</sup> November 2025

**Before:** Employment Judge Singh

**Representation**

Claimant: In-person

Respondent: Mr M Mercrow (Employee Relations Specialist)

## JUDGMENT

1. The Claimant's claim for breach of contract/unlawful deduction from wages in respect of the failure to allow him the right to an appeal process is well founded and succeeds.
2. The Claimant is awarded the sum of **£1090.00**, amounting to 2 weeks' net pay in respect of that claim.
3. The Claimant's claim for unlawful deduction from wages in respect of the night shift premium for the 18<sup>th</sup> April 2024 is well-founded and succeeds.
4. The Claimant is awarded **£43.93** in respect of that claim.
5. The Claimant's other claims for unlawful deduction from wages, relating to other night shift payments are not well-founded and are dismissed.

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Employment Judge **Singh**

24<sup>th</sup> November 2025  
Date

**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.*

*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/>*