



# EMPLOYMENT TRIBUNALS

**Claimant:** Martin Evans

**Respondent:** Betsi Cadwaladr University Local Health Board

**Heard at:** (in private; by video)  
**On:** 16 December 2025

**Before:** Employment Judge Shotter

## **Appearances**

For the Claimant: Ms C Morgan, counsel  
For the Respondent: Ms N Hassan, counsel

## **JUDGMENT**

The Judgment of the Tribunal is:

1. The unlawful deduction claims for the period 2022 to 20 May 2023 is dismissed on withdrawal. This does not affect the unlawful deduction claim for the period 20 May 2023 to 20 May 2025 which will proceed to the final hearing.

Approved by:

**Employment Judge Shotter**

**16 December 2025**

Judgment sent to the parties on:

18 December 2025

For the Tribunal:

Kacey O'Brien

Notes

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. If written reasons are provided, they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)