



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mr Roland Waters

v

DLG Logistics UK Limited

**Heard at:** Bury St Edmunds

**On:** 6, 7,8, 9 January 2026

**Before:** Employment Judge K J Palmer (sitting alone)

**Appearances**

**For the Claimants:** In person

**For the Respondent:** Mr Hall (Transport Manager)

## JUDGMENT

### Pursuant to a Full Merits Hearing conducted part in person and part by CVP

1. It is the judgment of this Tribunal that the Claimant's claim under section 103A of the Employment Rights Act 1996 fails and is dismissed.
2. The Claimant's claim for unlawful deduction of wages fails and is dismissed. There was no unlawful deduction.

**Approved by:**

Employment Judge K J Palmer

Date: 13 January 2026

Sent to the parties on:  
23 February 2026.....

.....  
For the Tribunal 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**

Judgments and Reasons for the Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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 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/>