



EMPLOYMENT TRIBUNALS

Claimant: Ms S Watson

Respondent: B+T Tyre & Exhaust Centre Limited

Heard at: Norwich Employment Tribunal (in public; by CVP)

On: 23 and 25 June 2026

Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimant: Mr G Lee, solicitor

For the respondent: Mx E Nevolin, solicitor

JUDGMENT

1. The respondent made unauthorised deductions from the claimant's wages contrary to section 13 Employment Rights Act 1996 of £395 gross per week from 19 April 2025.
2. The respondent must pay to the claimant £24,490 gross in respect of unauthorised deductions from wages of £395 gross per week over a 62 week period from 19 April 2025 up to and including pay date of 26 June 2026.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice on grievance procedures. It is just and equitable to make an uplift of 5% pursuant to section 207A(2) Trade Union and Labour Relations (Consolidation) Act 1992: £1,224.50.
4. The respondent failed to provide the claimant with a statement of employment particulars. The Tribunal must make an award of two weeks' pay pursuant to section 38 Employment Act 2002: £1,150. It is not just and equitable to award the higher amount.

5. The total amount payable from the respondent to the claimant is **£26,864.50**.
6. This sum is payable from the respondent to the claimant by 16 July 2026 which is 21 days of the date the judgment was given orally to the parties on 25 June 2026.

**Approved
Employment Judge Gordon Walker**

Date: 25 June 2026

JUDGMENT SENT TO THE PARTIES ON
29 July 2026

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FOR THE TRIBUNAL OFFICE

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Judgments 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.

If there are written full reasons for the judgment, they are also published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the full reasons, and therefore the written full reasons would be provided if there was such a request.