



EMPLOYMENT TRIBUNALS

Claimant: Darren North

Respondent: Explor Limited

Heard at: By CVP **On:** 26 June 2026

Before: Employment Judge Gibson

Representation

Claimant: In person

Respondent: In person

JUDGMENT

The judgment of the Tribunal is as follows

The complaint of unauthorised deductions from wages is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages in the period 14 January to 01 June 2025.

The Respondent shall pay the Claimant £5000.00 in respect of his unpaid bonus payment and £1890.40 in respect of his unpaid salary increase which totals £6890.40 and which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.

Approved by:
Employment Judge Gibson
Date: 10 August 2026

JUDGMENT SENT TO THE PARTIES ON
24 August 2026

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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 here: www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/