



EMPLOYMENT TRIBUNALS

Claimant: Mr J Howes

Respondent: C4L1BRATE Limited

Heard at: Leicester (by CVP)

On: 14 August 2026

Before: Employment Judge Welch

REPRESENTATION:

Claimant: In person

Respondent: No attendance

JUDGMENT

Wages

30. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 1 September 2025 until 31 October 2025.
31. The respondent shall pay the claimant **£4,666.00**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Non-compliance with ACAS Code

32. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 25% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

Total award

33. The total award payable by the respondent to the claimant is therefore **£5,832.50**

Approved by:

Employment Judge Welch

Dated: 14 August 2026

Sent to the parties on

...12 September 2026.....

For the Employment Tribunal

...Elliot Barker.....

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the 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.