



EMPLOYMENT TRIBUNALS

Claimant: Mr John Wharton

Respondent: Sheehan Haulage & Plant Hire Limited

Heard at: Reading

On: 17 August 2026

Before: Employment Judge Baran

Appearances:

Claimant: In person

Respondent: Mrs H Sheehan (HR manager)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded. The respondent made an unauthorised deduction from the claimant's pay in respect of his 1-week statutory notice entitlement following his dismissal on 9 September 2020. The respondent is ordered to pay to the claimant the gross sum of £595.00 deducted from pay.
2. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's pay by failing to pay holiday pay accrued on termination and is ordered to pay the claimant the gross sum of £109.55.

3. The claimant is refused permission to amend the claim to include a complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 in relation to unpaid employer pension contributions.

Approved by:

Employment Judge Baran

17 August 2026

Judgment sent to the parties on:
23 September 2026

For the Tribunal Office:

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/