Case Number: 6035014/2025

EMPLOYMENT TRIBUNALS

Claimant: **Lee Turner**

Respondent: **Club Pebble Limited (In Creditors Voluntary Liquidation)**

Heard at: **Leeds** **On:** **3rd November 2026**

Before: **Employment Judge Edwards**

Representation
Claimant: In person
Respondent: Did not attend

JUDGMENT

1. The respondent's response is struck out in its entirety under Employment Tribunal Rule 38(1)(c) because the respondent has not complied with the Tribunals orders.

2. The complaint of unauthorised deductions from wages in relation National Minimum Wage is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period from September 2023 to June 2025.

3. The respondent shall pay the claimant **£3326.34**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

4. The complaint of breach of contract is relation to mileage expenses is well-founded. The respondent made unauthorised deductions from the claimant's wage in the period from February 2025 to July 2025.

5. The respondent shall pay the claimant **£1063.29**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

6. 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. The total uplift awarded is **£1097.41.**

7. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.

8. The complaint of unauthorised deductions from wages in relation to Holiday Pay is not well founded and is dismissed.

9. The complaint of breach of contract in relation to pension contributions is not well-founded and is dismissed.

Approved by:

Employment Judge Edwards

3rd November 2026

Notes

Summary reasons were given orally at the hearing. Written summary 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 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/