



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

AND

**Respondent**

Mr H Dadgaran

Tata Technologies Europe Ltd

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham ON 2, 3, and 4 October 2017

EMPLOYMENT JUDGE Dimbylow

### Representation

**For the claimant:** Mr J Wynne, Counsel

**For the respondent:** Mr A Sendall, Counsel

## JUDGMENT

1. The claim for unlawful deduction from wages arising out of the bonus schemes for the year 2015/2016 is not well-founded, fails and is dismissed.
2. The claim for unlawful deduction from wages arising out of the bonus schemes for the year 2016/2017 for quarter 1 is well-founded, and the respondent is ordered to pay the claimant £5,011.37 compensation
3. The claim for unlawful deduction from wages arising out of the bonus schemes for the year 2016/2017 for quarter 2 is adjourned part-heard until 10am on 23 November 2017, with a time estimate of 1 day. The respondent shall serve upon the claimant a schedule with its calculation (based upon the formula for quarter 1) setting out whether any sum is due to the claimant by 4pm on 11 October 2017; and the claimant shall serve upon the respondent a counter schedule (if the respondent's schedule is not agreed) by 4pm on 25 October 2017.

Case Number: 1303273/2016

Note: Reasons for the judgement having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Signed by \_\_\_\_\_ on 9 October 2017  
Employment Judge Dimbylow