



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr Hickman

Respondent
Adcam Fabrications Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** 28 – 30 October
& 15 – 16 December 2020

EMPLOYMENT JUDGE Harding

MEMBERS
Mr Talbot
Mr Woodall

Representation

For the Claimant: In Person
For the Respondent: Mr Mellis, Counsel

JUDGMENT

The unanimous judgment of the tribunal is that;

1 The claims of a failure to make reasonable adjustments, an unlawful deduction from wages and constructive wrongful dismissal fail and are dismissed.

2 The claim of constructive unfair dismissal was presented prematurely. Accordingly the tribunal has no jurisdiction to hear the claim and it is dismissed.

Case No:1303492.19
Employment Judge Harding
Dated:16 December 2020