



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr JA Artieda Villacres

**Respondent:** Kingdom Services Group Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the wages of the claimant.
2. The respondent is ordered to pay the claimant the following:
  - a. £1190.45 in respect of the unlawful deduction
  - b. £297.61 in respect of a 25% uplift on the award for the respondent's unreasonable failure to comply with the ACAS code of practice Disciplinary and Grievance procedures.
3. The respondent is ordered to pay the claimant the total sum of £1488.06.
4. The above sums are subject to deductions for tax and national insurance, as appropriate.

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Employment Judge Balogun

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Date 26 March 2020

