



EMPLOYMENT TRIBUNALS

Claimant: Mr R Oancea
Respondent: Devon Customs Limited

Heard at: Bristol Employment Tribunal (by video)
On: 12 March 2024

Before: Employment Judge J Bax

Representation

Claimant: Mr R Oancea (in person)
Respondent: Did not attend
Interpreter: Ms M Gaga

JUDGMENT

1. The claim of race discrimination was dismissed upon its withdrawal by the Claimant.
2. The claim that there had been an unlawful deduction from wages was well founded and the Respondent shall pay the Claimant, the sum of £833.60 gross.
3. The Claimant was awarded an additional sum for financial loss caused by the failure to pay his wages pursuant to s. 24(2) of the Employment Rights Act 1996. The Respondent shall pay the Claimant the sum of £300.
4. The Respondent failed to provide the Claimant with an initial statement of employment particulars in accordance with s. 1 of the Employment Rights Act 1996. It was just and equitable to increase the award from 2 to 4 weeks pay. The Respondent shall pay the Claimant the sum of £1,667.80 pursuant to s. 38 of the Employment Act 2002.
5. The Respondent shall pay to the Claimant the total sum of **£2,800.80**.

Employment Judge J Bax
Date **12 March 2024**

JUDGMENT SENT TO THE PARTIES ON
26 March 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>