



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr D Tomlinson
Respondent: Andrew Craig Limited
Heard at: Newcastle Hearing Centre (by CVP) **On:** 12 September and
12 and 13 November 2024

Before: Employment Judge Morris (sitting alone)

Representation:

Claimant: In person
Respondent: Mr A Craig, managing director of the respondent

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The claimant's complaint under Section 111 of the Employment Rights Act 1996 that he was dismissed by the respondent (in that he terminated the contract under which he was employed in circumstances in which he was entitled to terminate it without notice by reason of the respondent's conduct, as provided for in section 95(1)(c) of that Act) and that his dismissal was unfair contrary to Section 94 of that Act, by reference to Section 98 of that Act, is not well-founded.
2. The claimant's complaint under section 23 of the Employment Rights Act 1996 that the respondent made an unauthorised deduction from his wages contrary to section 13 of that Act (in that it deducted sums related to damage to a van from the wages properly payable to him in connection with his employment) is well-founded.
3. In respect of the above unauthorised deduction the respondent is ordered to pay to the claimant the sum of £691.50.

**EMPLOYMENT JUDGE MORRIS
JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 14 November 2024**

Notes

Video hearing

This was a remote hearing, which had not been objected to by the parties. It was conducted by way of the Cloud Video Platform as it was not practicable to convene a face-to-face hearing, no one had requested such a hearing and all the issues could be dealt with by video conference.

Reasons

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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