



EMPLOYMENT TRIBUNALS

Claimant: Mr. P. Williams

Respondent: A1-CBISS Ltd

HELD AT: Liverpool

ON: 4-5th July 2019

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: Litigant in person

Respondent: Mr. R. Taylor, Solicitor

JUDGMENT

The judgment of the tribunal is:

1. The claimant resigned from his employment with the respondent, the effective date of termination being 31 August 2018. The claimant was not dismissed. The claimant's claim that he was constructively unfairly dismissed fails and is dismissed.
2. The claimant's claim that the respondent made unauthorised deductions from his wages in respect of company sick pay in the period 15th March – 3 April 2018, which did not form part of a continuous course of conduct but was a discrete matter, was presented to the Tribunal out of time when it was reasonably practicable for the claimant to have presented it within time. The Tribunal does not have jurisdiction. This claim is dismissed.
3. Notwithstanding the judgment at paragraph 2 above, the respondent did not make unauthorised deductions from the claimant's wages in respect of sick pay in the period 15th March – 3 April 2018 and any such claim would fail in any event.
4. The respondent did not make unauthorised deductions from the claimant's wages in July and August 2018 when it recouped overpaid expenses claimed

by the claimant in the period from 1 December 2017 to 31 August 2018; this claim fails and is dismissed.

Employment Judge T.V. Ryan

Date: 05.07.19

JUDGMENT SENT TO THE PARTIES ON
22 July 2019

FOR THE TRIBUNAL OFFICE

Note

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 (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.