



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr R Sach

v

**Respondent**

Workforce Software Ltd

**Heard at:** Cambridge

**On:** 3<sup>rd</sup> April 2023

**Before:** Employment Judge Conley

**Appearances (all via Cloud Video Platform)**

**For the Claimant:** Mr Rien Sach, in person

**For the Respondent:** Mr Neil Rigby, Director of Finance for the Respondent

## JUDGMENT

1. The Claimant's claim of unauthorised deduction from wages is well founded. The Respondent made unauthorised deductions from wages by failing to pay the Claimant the full amount of his discretionary bonus due.
2. The sum of £11,202.30 of his bonus was unlawfully deducted and must be paid by the Respondent to the Claimant. This sum is gross and will be subject to deductions for income tax and employee NICs by the Respondent.
3. The Claimant's claim that the costs of a training course were unlawfully deducted from his wages under the terms of a Training Costs Agreement is not well founded and is dismissed.
4. The alleged breach of the ACAS Code of Practice in relation to grievances is not made out and therefore the uplift of 25% is not applied.

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Employment Judge Conley

Date: 22/5/2023

Sent to the parties on: 25/5/2023

N Gotecha  
For the Tribunal Office