



EMPLOYMENT TRIBUNALS

Claimant: R Heath

Respondent: Ares Renewables Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£1,434.27**.
2. This figure is calculated as follows:-
 - a. underpayment of wages from June 2024 of £1,432.72
 - b. financial loss attributable to the underpayment of wages, namely banking transaction fee of £1.55.
3. The complaint of breach of contract in relation to notice is well-founded. The respondent is ordered to pay the claimant the sum of **£3,716.40** as damages for breach of contract.
4. The total amount payable by the respondent to the claimant under this judgment is **£5,150.67**
5. The hearing listed on **9 January 2025** is cancelled.

Employment Judge KM Ross

Date: 29 November 2024

JUDGMENT SENT TO THE PARTIES ON

3 December 2024

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6005893/2024**

Name of case: **Mr R Heath** v **Ares Renewables Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 3 December 2024

the calculation day in this case is: 4 December 2024

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office