



EMPLOYMENT TRIBUNALS

Claimant
Mr Harry Dumanis

Respondent
Diageo Plc

PRELIMINARY HEARING

Heard at: Watford

On: 20 June 2016

Before: Employment Judge Henry

Appearances:

For the Claimant: In person

For the Respondents: Miss F O'Neill – Solicitor

JUDGMENT

1. The claimant was an employee of the respondent between 1 April 2001 and 31 April 2012.
2. The claimant has not suffered an unlawful deduction from his wages in respect of pension, medical care, holidays and cost of parking, during the period 1 April 2001 to 31 April 2012.
3. The respondent was not in breach of contract in respect of the issues identified at paragraph 2 above, and there was no claim outstanding on the termination of the claimant's employment.
4. For completeness, it is recorded that despite the above, the tribunal would not have had jurisdiction to entertain the claimant's complaints for an unauthorised deduction from wages in respect of the period ending 31 April 2012, the complaint being presented outside of the period of three months beginning with the last deduction in a series of deductions, in circumstances where it would have been reasonably practicable to do so.
5. On application of the respondent, the question as to costs is reserved to be considered at the conclusion of the full merits hearing.

Employment Judge Henry

5 July 2016

Sent to the parties on:

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For the Tribunal:

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