



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Wyrwa

**Respondent:** Vandemoortele Worcester (a UK establishment of Vamix NV)

**Heard at:** Midlands West and then remotely (by Cloud Video Platform)

**On:** 4, 5, 6, 7 and 8 July 2022 and 8, 9 and 10 August 2022

**Before:** Employment Judge Faulkner  
Dr G Hammersley  
Mrs D Hill

**Representation:**   **Claimant**       - Miss D Janusz (Employment Adviser)  
                          **Respondent**     - Mr C Baran (Counsel)

## JUDGMENT

1. The Respondent did not make an unauthorised deduction from the Claimant's wages. His complaint to that effect is not well-founded.
2. The Respondent did not subject the Claimant to any detriment on the ground that he had made protected disclosures. His complaints to that effect are also not well-founded.
3. The Claimant was not dismissed by reason of redundancy. Accordingly, he does not have a right to a statutory redundancy payment.
4. The Claimant was unfairly dismissed. His complaint of unfair dismissal is therefore well-founded.
5. The Tribunal will determine the question of remedy at a further Hearing, details of which will be notified to the parties.

*Note: This was in part a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was video.*

Employment Judge Faulkner  
Date: 11 August 2022

Notes

1. 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 or a written request is presented by either party within 14 days of the sending of this written record of the decision.
2. All judgments and written reasons for the judgments (if provided) are published, in full, online at [www.gov.uk/employment-Tribunal-decisions](http://www.gov.uk/employment-Tribunal-decisions) shortly after a copy has been sent to the parties in a case.