



EMPLOYMENT TRIBUNALS

Claimant: Miss H Y Li

Respondent: Primetime SEO Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

Employment Rights Act 1996 sections 8, 11, 12, 13, 23 and 24

The Respondent having failed to submit a response to the claim; the claimant having set out clearly in her claim form that she is owed 6 months' unpaid wages; the respondent having paid wages to the claimant on 6 and 22 November 2019, with deductions having been made without providing the claimant with a statement setting out the amount of the deductions made; a search of Companies House having shown that the Respondent is still active; but the Tribunal not having power to order the provision of payslips or a P60: judgment is ordered as follows:

1. The claimant's claim for unauthorised deduction of wages is well-founded.
2. The respondent has made deductions from the claimant's gross salary on 6 and 22 November 2019 without providing the claimant with a written statement setting out the amount or purpose of any deductions and therefore her claim under section 8 of the Employment Rights Act 1996 is also well-founded.
3. The respondent is ordered to pay to the claimant the sum of £10,500 less tax and national insurance for 6 months' unpaid wages (at £1,750 per month).
4. The respondent is to repay to the claimant the difference between the gross pay of £1,750 and the total amount paid to her on 6 and 22 November 2019 (i.e. any deductions for tax, national insurance and/or for any other purposes).
5. The hearing listed for hearing on 24 March 2020 is vacated.

Employment Judge Andrew James

Date: 23 March 2020

JUDGMENT SENT TO THE PARTIES ON

23 Mar. 20

AND ENTERED IN THE REGISTER

FOR THE TRIBUNAL OFFICE