



EMPLOYMENT TRIBUNALS

Claimant: Mr J Handsley

Respondents: (1) Rymo Plumbing & Heating
(2) Ryan Johnstone and Molly Smith (T/A Rymo Plumbing and Heating)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondents have made an unauthorised deductions from the claimant's wages and are ordered to pay the claimant the net sum of **£1,279.44**.
2. At the date the claim before the Employment Tribunal was begun, the respondents were in breach of their duty to the claimant under sections 1(1) and 4(1) of the Employment Rights Act 1996 and it is just and equitable in the circumstances of this case to award the higher amount under subsections (3) and (4) of section 38 of the Employment Act 2002, namely **£1099.56**

Employment Judge **Clark**

Date: 7/12/2020