



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video) **On:** 11 June 2021

**Claimant:** Mr Paul Bedford

**Respondent:** Mastermind Promotions Limited

**Before:** Employment Judge Fowell

**Representation:**

**Claimant:** In person

**Respondent:** Ms K Leigh, instructed by Browne Jacobson LLP

## JUDGMENT

1. The respondent has made an unlawful deduction from wages of £3,827 comprising
  - a. Commission for January to March 2020 £903
  - b. Wages from 30 March to 20 April 2020 £2,339
  - c. Holiday pay (4 days) £585
2. The respondent is liable to pay the said sum of £3,827 to the claimant. In accordance with the decision of the Employment Appeal Tribunal in **Walters t/a Rosewood v Barik** UKEAT/0053/16/BA such awards should be made on a gross basis, but the award may properly be satisfied by payment of the net amount due, and payment to HMRC of any tax and national insurance which falls to be deducted at source.

Employment Judge Fowell

Date **11 June 2021**

**JUDGMENT & REASONS SENT TO THE PARTIES ON  
Date 15 July 2021**

**FOR THE TRIBUNAL OFFICE**

Note: 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.