



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr R Weekes

V

HQ London Group Limited

Heard at: London Central (by video)

On: 8 November 2021

Before: Employment Judge P Klimov (sitting alone)

Representation

For the Claimant: Ms C. Harwood (solicitor)

For the Respondent: Mr A. Laryea (CEO)

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

JUDGMENT

1. The respondent has made an unauthorised deduction from the claimant's wages in breach of section 13 of the Employment Rights Act 1996 by deducting from the claimant's wages £80 for the uniform and is ordered to pay to the claimant the net sum of **£80** in respect of the amount unlawfully deducted.
2. By failing to pay to the claimant for accrued but untaken statutory holiday of 6.1 hours the respondent has made an unauthorised deduction from the claimant's wages contrary to section 13 of the Employment Rights Act 1996 and in breach of regulation 14(2) of the Working Time Regulations 1998 and is ordered to pay to the claimant the net sum of **£54.35** in respect of the amount unlawfully deducted.

3. The respondent was not in breach of s1 of the Employment Rights Act 1996. Accordingly, the claimant's claim for an award under s.38 of the Employment Act 2002 in respect of the failure by the respondent to provide a statement of employment particulars under s1 of the Employment Rights Act 1996 fails and is dismissed.
4. The respondent's breach of section 13 of the Employment Rights Act 1996 had one or more aggravated features, and therefore the respondent is ordered to pay a penalty of **£100** to the Secretary of State.

Employment Judge P Klimov
London Central Region

Dated : 8 November 2021

Sent to the parties on:

08/11/2021.

For the Tribunals Office

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.