



# EMPLOYMENT TRIBUNALS

## Claimant

Mr S Putman

## Respondents

v (1) Onriver (UK) Limited  
(2) Mr Zhengmao Cheng

**Heard at:** London Central

**On:** 26 October 2022

**Before:** Employment Judge B Beyzade  
Ms Z Darmas, Tribunal Member  
Mr D Shaw, Tribunal Member

## Representation

**For the Claimant:** Mr D. Wilson, Lay Representative

**For the Respondents:** Mr Z. Cheng, Director 1<sup>st</sup> respondent/2<sup>nd</sup> respondent

## JUDGMENT

### The unanimous judgment of the Tribunal is:

1. In relation to the complaint of unauthorised deduction from wages against the first respondent in respect of the claimant's arrears of pay relating to the month of December 2020 the claimant is awarded the sum of £1750.00 from which tax and national insurance requires to be deducted and remitted to His Majesty's Revenue and Customs provided that an account shall be provided in relation to any such sums to the claimant.
2. In relation to the complaint of unauthorised deduction from wages against the first respondent in respect of the claimant's holiday pay relating to the

months of April 2021 and May 2021 the claimant is awarded the sum of £323.08 from which tax and national insurance requires to be deducted and remitted to His Majesty's Revenue and Customs provided that an account shall be provided in relation to any such sums to the claimant.

3. No additional award is made to the claimant pursuant to section 24(2) of the *Employment Rights Act 1996* in respect of the amounts awarded in paragraphs 1 and 2 of this Judgment.
4. In terms of the complaint of failure to provide pay statements in respect of 1 January 2021 to 31 May 2021, we declare that the relevant particulars of those pay statements are set out in paragraph 2 of this Judgment (above). The Tribunal's decision in its Judgment and Reasons dated 14 October 2022 not to make an award to the claimant under s 12(4) of the Employment Rights Act 1996 is confirmed.
5. With respect to the claimant's complaint under sections 1 and 4 of the Employment Rights Act 1996 and section 38 of the Employment Act 2002, the first respondent shall pay two weeks' pay to the claimant in the amount of £807.70.

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Employment Judge Beyzade

Dated: 26 October 2022

Sent to the parties on:

26/10/2022

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.**

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