



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Palmer

**Respondent:** Friendly Integrated Solutions Limited

**Heard at:** Midlands West Tribunal via video hearing

**On:** 19 October 2022

**Before:** Employment Judge Fitzgerald

## Representation

Claimant: In person

Respondent: Mr Tahid

# JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's claim for unlawful deduction from wages succeeds.
2. The Respondent must pay the Claimant the sum of £509 net. The Respondent must also make any necessary payments to HMRC to account for tax and national insurance on the gross sum of the Claimant's December 2021 wages that have not already been paid.
3. The Claimant had no statement of employment particulars from the Respondent at the date these proceedings were commenced and so, pursuant to the Employment Act 2002, Section 38, the Respondent is ordered to pay the Claimant an additional sum of 2 weeks' pay, namely £1,142.

Employment Judge Fitzgerald

Date \_\_\_\_ 19 October 2022 \_\_\_\_

## 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.