



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Urbanowicz  
**Respondents:** To & Do Services Limited (in liquidation)  
**Heard at:** Watford Employment Tribunal by CVP  
**On:** 10 October 2022  
**Before:** Employment Judge Park

## Representation

**Claimant:** In person  
**Respondents:** Did not attend

# JUDGMENT

1. The Claimant was a worker in accordance with section 230(3) of the Employment Rights Act 1996 and this Tribunal has jurisdiction to hear his claim against the Respondent in respect of unpaid wages.
2. The Claimant's claim that the Respondent made unlawful deductions of wages contrary to section 13 Employment Rights Act 1996 succeeds. The Respondent is ordered to pay him the sum of **£1,239.48** in total. This is comprised of the following:
  - a. The sum of £933.00 in respect of unauthorized deductions made from the claimant's wages for the period he worked for the Respondent between 27 September 2021 and 21 November 2021.
  - b. The sum of £306.48 in respect of the wages for the days the Claimant worked the week commencing 22 November 2021 which were not paid by the Respondent.

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Employment Judge **Park**

10/10/2022

JUDGMENT SENT TO THE PARTIES ON

27 October 2022

FOR THE TRIBUNAL OFFICE – N Gotecha

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**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.