



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr Joseph Mayhew  
Miss Rosina Symes  
Miss Laura Bates

**Respondent:** House of Lao Ltd

**Heard at:** London South

**On:** 13 December 2022

**Before:** EJ England

## Representation

**Claimant:** In person  
**Respondent:** Miss Isabella Pinchen (Director)

# JUDGMENT

1. By agreement and to reflect the correct employer, the Respondent's name is amended to House of Lao Ltd.
2. Mr Mayhew's claim for unlawful deduction of wages succeeds and the Respondent is ordered to pay him £427.23 (comprising £406.18 wages and £21.05 holiday pay).
3. Miss Symes' claim for unlawful deduction of wages succeeds and the Respondent is ordered to pay her £268.50 (comprising £206.86 wages and £61.64 holiday pay).
4. Miss Bates' claim for unlawful deduction of wages succeeds and the Respondent is ordered to pay her £410.09 (comprising £266.56 wages and £143.53 holiday pay).
5. The Tribunal makes a declaration that the Claimants were not given itemised pay statements (payslips) in accordance with s.8 Employment Rights Act 1996, apart from on one occasion, despite their employment. No compensation is ordered regarding this failure.

**Case No: 2301285/2022  
2301286/2022  
2301287/2022**

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Employment Judge England

Date 13 December 22