



EMPLOYMENT TRIBUNALS

Claimant: Mr P Laight

Respondent: Less Equals More Limited (in voluntary liquidation)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Watford Employment Tribunals on 6 July 2022. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. On the Tribunal's own initiative, the respondent's name is amended to Less Equals More Limited (in voluntary liquidation), under rule 29.
3. The claimant has permission to amend his claim to include the complaint of failure to be provided with written pay statements.
4. The Tribunal declares the respondent made unauthorised deductions from the claimant's wages. The respondent is ordered to pay the claimant the gross sum of **£3,569.01**.
5. The respondent failed to provide a written statement of terms and conditions to claimant as required by Section 38 of the Employment Act 2002. The respondent is ordered to pay the claimant compensation of **£1,142.00**.
6. The Tribunal declares that the respondent has failed to provide the claimant with itemised pay statements as required by Section 8 of the Employment Rights Act 1996.
7. The sums awarded in this judgment are subject to an uplift of 25% due to the respondents' unreasonable failure to comply with the Acas Code of Practice on Disciplinary and Grievance Procedures.

Employment Judge E Hawksworth

Date: 6 March 2023

JUDGMENT SENT TO THE PARTIES ON
26 March 2023

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AND ENTERED IN THE REGISTER

T Cadman
FOR THE TRIBUNAL OFFICE