



EMPLOYMENT TRIBUNALS

Claimant: Ms J Garcia

Respondent: Pharmalpha Ltd

Heard at: Southampton (by video link) **On: Friday 11th August 2023**

Before: Employment Judge A Frazer

Representation

Claimant: represented by Mrs E Evans-Jarvis (Lead Litigation Consultant)

Respondent: represented by Mr G Edwards (Advisor)

JUDGMENT

1. The Respondent failed to provide the Claimant with an itemised pay statement at or before the time at which the payment of salary was made to him contrary to s.8 Employment Rights Act 1996 but no award for deductions is made under s.12(4) Employment Rights Act 1996.
2. The Claimant's claim for unauthorised deductions from wages under s.23 Employment Rights Act 1996 is well founded and shall succeed. The Respondent shall pay the Claimant **£856.45 gross**.
3. The Respondent failed to provide the Claimant a statement of employment particulars further to s.1 Employment Rights Act 1996 and shall pay the Claimant four weeks' **gross** pay in the sum of **£1,496**.
4. The Total that the Respondent shall pay to the Claimant is therefore **£2,352.45**.

Employment Judge A Frazer

Dated 11th August 2023

Judgment sent to the parties on 29 August 2023

For the Tribunal Office