



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Paul Wilkins

**Respondent:** JAVA Art Limited

**Heard at:** West Midlands ET (by CVP)

**On:** 3 November 2023

**Before:** Employment Judge Chivers

## Representation

**Claimant:** Mr Sam Roxborough (Counsel)

**Respondent:** Mr Nick Turner (Director of Respondent)

# JUDGMENT

1. The claimant's complaint of unauthorised deductions from the pay contrary to Part II Employment Rights Act 1996 is well-founded and succeeds. The respondent made an unauthorised deduction from the claimant's pay of £532. The respondent is ordered to pay the claimant the gross sum of £532 deducted from pay.
2. The claimant's complaint of unpaid holiday pay is well founded and succeeds. The respondent is ordered to pay the claimant the gross sum of £84.
3. The respondent failed in its duty to provide the claimant with a written statement of the main terms of employment complying with section 1 Employment Rights Act 1996. Pursuant to section 38 of the Employment Act 2002 the respondent is ordered to pay the claimant the sum of £690 being two weeks' gross pay.

Employment Judge Chivers

Date: 3 November 2023

## 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.