



THE EMPLOYMENT TRIBUNAL

BETWEEN

Claimant

and

Respondent

Mr M Lovett

Master Butchers Epsom Limited

Held at London South

On 15, 16 and 17 May 2024

**BEFORE: Employment Judge Siddall
 Mr M Marena
 Mr P Morcom**

Representation

For the Claimant: In person

For the Respondent: Mr J Turpin

JUDGMENT

The decision of the tribunal is that:

1. The claim for unauthorised deductions from wages is well founded. The Respondent made unauthorised deductions from the Claimant's wages in relation to:
 - a. A deduction of 4.5 hours pay (at £18.76 per hour) for 7 November 2022, amounting to £84.42 and
 - b. A deduction from accrued holiday pay upon termination of the Claimant's employment amounting to £290.78.
2. The Respondent shall pay the Claimant £375.20 which is the gross sum deducted. The Claimant is responsible for the payment of any tax or national insurance.

3. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant £1538.50.
4. Judgment in relation to the claims for failure to make reasonable adjustments and disability-related discrimination is reserved pending reconsideration of a decision that that Claimant was a person with a disability within the meaning of the Equality Act 2010.

Employment Judge Siddall
Date: 17 May 2024

Judgment sent to the parties and entered in the Register on: : : .
24 May 2024.