



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Courtenay Redpath

**Respondent:** Mr Sibi Kumar

**Heard at:** Croydon (by CVP)

**On:** 2 October 2024

**Before:** Employment Judge Lumby

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mrs Shaina Kumar

# JUDGMENT

The judgment of the Tribunal is as follows:

## Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period **1 December 2023 to 31 December 2023**.
2. The respondent shall pay the claimant **£977.21**, which is the net aggregate sum deducted. The respondent is responsible for the payment of any tax or National Insurance.

## Failure to provide a written statement of employment particulars

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

2302774/2024

38 Employment Act 2002 the respondent shall therefore pay the claimant **£423.08**.

**Employment Judge Lumby  
2 October 2024**

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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