



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Wilczynski  
**Respondent:** Alto Electrical Limited  
**Heard at:** Lincoln Magistrates' Court  
**On:** 18 September 2024  
**Before:** Employment Judge S Shore

## Appearances

For the claimant: In person  
For the respondent: No Appearance

# JUDGMENT

The decision of the Tribunal is that:

1. The correct name of the respondent is Alto Electrical Limited.
2. The claimant's claim of unauthorised deduction from wages is well-founded and succeeds. The respondent shall pay the claimant:
  - 3.1. £4,188.38 (gross without deduction of Income Tax and National Insurance) in respect of wages for December 2023 and January 2024;
  - 3.2. £310.25 (gross without deduction of Income Tax and National Insurance) in respect of time off in lieu accrued but untaken; and
  - 3.3. £155.13 (gross without deduction of Income Tax and National Insurance) in respect of unpaid holiday pay.
4. The claimant's claim of breach of contract is well-founded and succeeds. The respondent shall pay the claimant:

- 4.1. £85.07 (gross without deduction of Income Tax and National Insurance) in respect of expenses claimed and unpaid; and
- 4.2. £775.63 (gross without deduction of Income Tax and National Insurance) for one week's notice.
5. The total payable by the respondent to the claimant is £4,188.38 + £310.25 + £155.13 + £85.07 + £775.63 = **£5,514.46** (gross without deduction of Income Tax and National Insurance)

Employment Judge Shore  
19 September 2024

Sent to the parties on:

...25 October 2024.....

For the Tribunal Office:

.....

**Note**

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**

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

**Recordings and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved, or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>