



EMPLOYMENT TRIBUNALS

Claimant: Rafal Nowak

Respondent: Matthew Clark Bibendum Limited

Heard at: Watford Employment Tribunal Hybrid **On:** 4 September 2024

Before: Employment Judge Young

Representation

Claimant: litigant in person
Polish Interpreter : Marzena Magdalena Dzulik
Respondent: Ms I Baylis (counsel)

JUDGMENT

It is the decision of the Employment Tribunal

1. The Respondent Matthew Clark Ltd is substituted for Matthew Clark Bibendum Limited.
2. The Claimant's claim for unlawful deduction of wages under section 13 Employment Rights Act 1996 is unfounded and is dismissed

Employment Judge Young

Date 4 September 2024

JUDGMENT SENT TO THE PARTIES ON
15 November 2024

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FOR THE TRIBUNAL OFFICE

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording 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/>