



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4103486/2023 & 4103489/2023

Held in Glasgow on 17 January 2025

Employment Judge P Smith

Mr S Hakeem

First Claimant
In Person

Mr U Hakeem

Second Claimant
In Person

M Ramzan

Respondent
No attendance and
No representation

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. It is declared that the Respondent made unauthorised deductions of wages in respect of both Claimants in making no payments of wages properly payable to them throughout the period of their engagement as workers (between early December 2022 and 1 March 2023).
2. The Respondent is therefore ordered to pay to each Claimant the following gross sums in compensation for unauthorised deductions from wages:
 - 2.1 In respect of the First Claimant, the sum of **£7,200**.
 - 2.2 In respect of the Second Claimant, the sum of **£3,297.38** (representing wages properly payable of £3,357.30 less an advance of £60 already paid).

3. Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being sent to the parties.

Employment Judge P Smith

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Date sent to parties

23rd January 2025