



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Wojciech Szyba

**Respondent:** Nomico Electrical Company Limited

**Heard at London South by video**

**On:** 6 February 2025

**Before:** Employment Judge Corrigan

## Appearances

For the claimant: Ms J Szyba, Daughter

For the respondent: Mr R Jones, Director

## JUDGMENT

1. The claimant was a worker within the meaning of s 230 Employment Rights Act 1996.
2. The claimant's complaint of unlawful deduction of wages is well-founded and the respondent is ordered to pay to the claimant £510 subject to the appropriate deductions for tax and National Insurance. This reflects the £840 price work on the flats he worked on minus the cost of corrective work of £330.
3. When these proceedings were begun the respondent was in breach of the duty under section 1(1) Employment Rights Act 1996 to provide the claimant with a written statement of his initial particulars of employment and the award is increased by £500. No deductions should be made to this sum.
4. The total to be paid to the claimant is £1010 (subject to deductions for tax and National Insurance from the £510 wages).

Approved by  
Employment Judge Corrigan  
4 March 2025

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Sent to Parties.  
7 March 2025

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>