



EMPLOYMENT TRIBUNALS

Claimant: Mr Leon Christian

Respondent: Mr Shaam Randeva

Heard at: by video **On:** 23 May 2025

Before: Employment Judge S Moore

Representation:

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The claim was presented in the Wales Employment Tribunal on 19 March 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The name of the respondent employer is Mr Shaam Randeva.
3. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£266.08** gross. The claimant is responsible for the payment of any tax or National Insurance.
4. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period 17 October 2024 to 12 November 2024.
5. 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 38 Employment Act 2002 the respondent shall therefore pay the claimant **£228.80**.

6. The respondent must pay the claimant **£494.88** in total.

Approved by:

Employment Judge S Moore

23 May 2025

JUDGMENT SENT TO THE PARTIES ON

09 June 2025

Adam Holborn
FOR THE TRIBUNAL OFFICE