



EMPLOYMENT TRIBUNALS

Claimant: Mr B Mathai

Respondent: Flamelily Care Ltd

JUDGMENT

The Employment Tribunal Procedure Rules 2024 – Rule 22

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of £4,007.60.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the gross sum of £427.50.
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £1,636.50.
5. The respondent is ordered to pay to the claimant the additional sum of £1,710 (4 weeks' pay) pursuant to Section 38 of the Employment Act 2002 (failure to provide a written statement of particulars of employment).

Employment Judge Maidment

Date: 11 June 2025