



EMPLOYMENT TRIBUNALS

Claimant: Mr K F Ng

Respondent: EM Recycling (Derbys) Limited

Heard at: Nottingham via Cloud Video Platform

On: 04/08/2025

Before: Judge M. A Siddique

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded. The respondent made an unauthorised deduction from the claimant's pay in respect of the period 23/09/2024- 08/10/2024. The respondent is ordered to pay to the claimant the gross sum of £1,680 deducted from pay.
2. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) of the Working Time Regulations 1998. The respondent is ordered to pay to the claimant the gross sum of £678.72
3. The complaint of breach of contract in relation to notice pay is well-founded. The respondent is ordered to pay the claimant the sum of £560 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will be taxed upon it as Post Employment Notice Pay.
4. The respondent must pay the claimant the gross sum of **£2,918.72** in total.

Approved by:

Employment Judge M.A Siddique

04/08/2025

JUDGMENT SENT TO THE PARTIES ON

.....8 August 2025.....

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/