



EMPLOYMENT TRIBUNALS

Claimant: Miss R Voyce

Respondent: Mr A Ellaway

Heard at: Cardiff (via CVP) **On:** 13 August 2025

Before: Employment Judge Leith

Representation

Claimant: In person

Respondent: Ms Buchanan-Shill (Consultant)

JUDGMENT

1. The Respondent made unauthorised deductions from the Claimant's wages between 1 December 2024 and 3 March 2025. The Respondent must pay the Claimant the (gross) sum of £2,009.38, being the sums deducted.
2. The Respondent failed to pay the Claimant for annual leave accrued but untaken on termination of her employment. The Respondent must pay the Claimant the (gross) sum of £324.09 in respect of the annual leave accrued but untaken.
3. The Respondent failed to provide the Claimant with a written statement of employment particulars. The Respondent must pay the Claimant the sum of £462.98 (being two weeks' pay).

Approved by:
Employment Judge Leith

Date: 14 August 2025

JUDGMENT SENT TO THE PARTIES ON
20 August 2025

Adam Holborn

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>