



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Williams

**Respondent:** Payman Operations Limited

**Heard at:** Norwich Employment Tribunal (in public; by CVP)

**On:** 10 September 2025

**Before:** Employment Judge Gordon Walker (sitting alone)

## Appearances

For the claimant: represented himself

For the respondent: Ms F Jaine (CEO)

# JUDGMENT

1. The claimant was a worker within the meaning of section 230(3)(b) Employment Rights Act 1996.
2. The respondent made unauthorised deductions from wages contrary to section 13 Employment Rights Act 1996 in the gross sum of £3147.62.

Approved

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Employment Judge Gordon Walker

Date 10 September 2025

JUDGMENT SENT TO THE PARTIES ON  
23 September 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.

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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.