



EMPLOYMENT TRIBUNALS

Claimant: Anika Haque
Respondent: Mohammed Umair Shafiq
Heard at: East London Hearing Centre (via CVP)
On: 1 May 2025
Before: Employment Judge E Searley

Representation

For the Claimant: Unrepresented
For the Respondent: Did not attend

JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The Respondent made a series of unauthorised deduction from the Claimant's wages in the period between July and October 2024 as follows:
 - a. Failed to pay wages for the hours worked by the Claimant in July to the sum of £45.68;
 - b. Failed to pay wages for the hours worked by the Claimant in August to the sum of £80.69;
 - c. Failed to pay wages for the hours worked by the Claimant in September to the sum of £760.76;
 - d. Failed to pay wages for the hours worked by the Claimant in October to the sum of £457.60;
 - e. Failed to pay holiday pay to the sum of £457.60.
2. The Respondent shall pay the claimant **£1802.33** which is the gross sum deducted. The Respondent is responsible for deducting and paying any tax of National Insurance at source.
3. When the proceedings began the Respondent was in breach of his duty to provide the Claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award equal to two weeks' gross pay unjust or inequitable, but there were no reasons before

me as to why it would be just and equitable to make an award of an amount equal to four weeks' gross pay.

4. In accordance with section 38 of the Employment Act 2022, the Respondent shall therefore pay the Claimant **£457.60** (2 weeks' pay at 20 hours per week at £11.44 per hour).
5. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period October 2023 to October 2024.

**Approved by
Employment Judge E Searley
Date: 1 May 2025**

Note

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

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 claimant(s) and respondent(s).

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/>