EMPLOYMENT TRIBUNALS

Claimants: Miss C Procter-Harris

Respondent: UK NRG Ltd

Heard at: Birmingham **On:** 14th October 2025

Before: Employment Judge Walker

Appearances:

Claimant: In person

Respondent: Mr Van Le, director

JUDGMENT

1. The claimant's complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages in the period 19th February 2024 to 23rd February 2024.

2. The respondent shall pay the claimant **£230.77**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

3. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 for the period February 2024.

4. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There

are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the first claimant **£769.24**.

Approved on: 14th October 2025

Employment Judge Walker

Note
Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.