



EMPLOYMENT TRIBUNALS

Claimant: Mr. P Bleach
Respondent: Lainston Partners Limited
Heard at: East London Hearing Centre (via CVP)
On: 7 and 8 October 2025
Before: Employment Judge C Knowles

Representation

For the Claimant: Mr. J Spence (Solicitor)
For the Respondent: Mr. A Karra (Director of the respondent).

JUDGMENT

1. The complaint of unauthorised deduction from wages is well founded. The respondent made unauthorised deductions from the claimant's wages in the period 1st to 17th May 2024 and 10th to 6 November 2024.
2. The complaint in respect of holiday pay is also well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
3. The respondent shall pay to the claimant the sum of **£14,471.91** (which is £15,371.91 less £900 for which the claimant accepts he should give credit). This is the gross sum. The claimant is responsible for the payment of any tax or National Insurance.

Approved by:
Employment Judge C Knowles
Date: 8 October 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/>