



EMPLOYMENT TRIBUNALS

Claimant

Mr Joseph Smith Butcher

v

Respondents

- 1. Bond Recruitment Limited**
- 2. Pay stream Solutions Limited**
- 3. Management and Construction Services LTD**

Heard at: **Southampton**

On: **24 October 2025**

Before: **Employment Judge Rayner**

Appearances

For the Claimant: In person

For the first Respondent: Mr Bond

For the Second Respondent: Mr Drinkwater

For the third Respondent: Did not attend

JUDGMENT

1. The claimant's claim that the first respondent made an unlawful deduction from his wages or alternatively was in breach of contract is not well founded and is dismissed
2. The claimant's claim that the second respondent made an unlawful deduction from his wages or alternatively was in breach of contract is not well founded and is dismissed
3. The claim that the third respondent made an unlawful deduction from the claimant's wages is not well founded and is dismissed



4. The claimant's claim that the third respondent was in breach of contract, by failing to pay the claimant an increased hourly amount of £18.00 per hour from mid August 2024 is well founded and succeeds.
5. **The third respondent will now pay the claimant the gross sum of £1608.65 as compensation for breach of contract.**
6. The amount is calculated as follows

The difference in pay between £14.65 and £18.00 per hour, 8 weeks, in which the claimant worked 470.5 hours, (£1290.15) added to the difference between £15.00 and £18.00 an hour for three weeks in which the claimant worked 105.5 hours (£316.65).

Employment Judge Rayner
Dated: 24 October 2025

Sent to the parties on
25 November 2025

Jade Lobb
For the Tribunal

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.