



EMPLOYMENT TRIBUNALS

Claimant: A Michelin

Respondent: MC DFS LTD

RECORD OF A PRELIMINARY HEARING

Heard at: London Central (in public; by video) **On:** 25 November 2025

Before: Employment Judge Kara Loraine

REPRESENTATION:

Claimant: In person

Respondent: No attendance, no response submitted

JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period from **February 2025 to March 2025**. The respondent shall pay the claimant **£1440**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
2. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period from November 2024 to **March 2025**. The respondent made unnotified deductions totalling **£600** from the pay of the claimant in the 13 weeks prior to presentation of the claim form. The respondent shall therefore pay the claimant **£600** in respect of those deductions.
3. 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. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1200**.

4. The claim for breach of the National Minimum Wage Act is dismissed on withdrawal.
5. The claim for breach of contract is dismissed.
6. The Total sum the Respondent must pay to the Claimant is **£2,040**

Approved by:

**Employment Judge Kara Loraine
25 November 2025**

Sent to the parties on:

2 December 2025

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For the Tribunal: