



EMPLOYMENT TRIBUNALS

Claimant: Mr P Brannigan

Respondent: Scott James Saunders

Heard at: Reading (in public)

On: 12 November 2025

Before: Employment Judge Harrison

Appearances

For the Claimant: In person

For the Respondent: None

JUDGMENT

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 (ERA) is well founded. The respondent made a series of unauthorised deductions from the claimant's pay for the period September 2023 to January 2025.
2. The complaint that the claimant was paid below the prevailing rates set by the National Minimum Wage Regulations 2015 for the period September 2023 to January 2025 is well founded.
3. In respect of paragraphs 1 and 2 of this Judgment the respondent is ordered to pay the claimant the gross sum of £9,745.22.
4. The complaint under The Working Time Regulations 1998 that the respondent failed to pay the claimant on termination of employment for 1.6 days' of accrued but untaken holiday is well founded. The respondent is ordered to pay the claimant the gross sum of £164.74.

5. The complaint that the respondent failed to provide the claimant with payslips as required by the ERA is well founded, and I make a declaration to this effect.
6. The complaint made under s38 Employment Act 2002 that the respondent was in breach of his duty to give the claimant a written statement of his employment particulars is well founded. Under s38(4)(a) of the EA 2002 the respondent is ordered to pay the claimant £1,029.60, being the equivalent of 2 weeks' gross pay.
7. The respondent was in breach of contract by dismissing the claimant without notice. Further, the wrongful termination of the claimant's apprenticeship will give rise to substantial damages for both lost earnings during the remainder of the anticipated apprenticeship period (i.e. until July 2026), and for the potential change to the claimant's future prospects. The respondent is ordered to pay the claimant the gross sum of £22,000 for this breach of contract.

Approved by Employment Judge Harrison

13 November 2025

Sent to the parties on:

4 December 2025

For the Tribunal:

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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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>