



EMPLOYMENT TRIBUNALS

Claimant: Mr MD Thomas

Respondent: Gileston Manor Properties Ltd

Heard at: Cardiff (in public) by video **On:** 6 and 7 January 2026

Before: Employment Judge R Brace

Appearances

For the Claimant: In person (accompanied by his mother)

For the Respondent: Mr A Hoyi (Director)

JUDGMENT

The judgment of the Tribunal is as follows:

Written Itemised Pay Statements

1. The Claimant has already been given a declaration that the Respondent failed to give the Claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period of employment to July 2024 but the Respondent made no unnotified deductions from the pay of the Claimant in the 13 weeks prior to presentation of the claim form and therefore the Respondent is not ordered to pay the Claimant any monies in respect of deductions.

Failure to provide a written statement of employment particulars

2. The Claimant has already been given a declaration that when the proceedings were begun the Respondent was in breach of its duty to provide the Claimant with a written statement of employment particulars.
3. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is 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 Claimant **£1,363.80**.

Just and equitable time limit extended

4. The complaints of harassment, direct discrimination and/or discrimination arising from disability were not presented within the applicable time limit, but it is just and equitable to extend the time limit. The complaints therefore proceed

Harassment

5. The complaint of harassment related to disability is not well-founded and is dismissed.

Direct discrimination

6. The complaint of direct disability discrimination is not well-founded and is dismissed.

Unfavourable treatment because of something arising in consequence of disability

7. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed

Wages

8. The complaint of unauthorised deductions from wages from 12 July 2024 is not well-founded and is dismissed.

**Employment Judge Brace
7 January 2026**

Judgment sent to the parties on:

08 January 2026
For the Tribunal:
Katie Dickson

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.