



EMPLOYMENT TRIBUNALS

Claimant: Thomas Allen

Respondent: Oolong Limited

Heard at: Croydon

On: 8th December 2025

Before: Employment Judge Walker

Appearances:

Claimant: Mr A MacMillan, Counsel

Respondent: Mr C Mills, Litigation Consultant

JUDGMENT

1. The respondent's application dated 13th October 2025 to amend the ET3 is granted.
2. The claimant's complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages in the period 1st February 2025 to 30th April 2025.
3. The respondent shall pay to the claimant the sum of **£29,166.66**, which is the gross sum deducted. The respondent is responsible for the payment of any tax or National Insurance on this sum and shall pay to the claimant the netted down amount.

4. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 for the periods September, October and November 2024 and for the periods March and April 2025.

Approved on: 8 December 2025

Employment Judge Walker

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.

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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.