



EMPLOYMENT TRIBUNALS

Claimant: Adam Kovalchuk
Respondent: Magdal Ltd
Heard at: London East Hearing Centre (Hybrid hearing)
On: 9 January 2026
Before: Employment Judge Carpenter

Appearances:

For the claimant: Ms E Knight (representative)
For the respondent: Self-represented

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim for unlawful deduction from wages succeeds.
2. The Respondent is ordered to pay the Claimant the following amounts:
 - a. Unpaid wages (with 25% uplift for non-compliance with ACAS Code) £2,499.93
 - b. Failure to provide written statement of particulars (at two weeks' wages) £915.20
3. The total amount payable is **£3,415.13**.

Approved by:
Employment Judge Carpenter
Dated: 9 January 2026

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.