



EMPLOYMENT TRIBUNALS

Claimant: Mr M Wallace

Respondent: QHS Plumbing Limited

Heard at: Watford

On: 26 January 2026

Before: Employment Judge Dick

Representation

Claimant: In person

Respondent: Mrs C Hitchen (consultant)

JUDGMENT

1. By consent, the name of the respondent is amended to "QHS Plumbing Limited".
2. The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.
3. The complaint of unauthorised deductions from wages is well-founded in that the respondent made unauthorised deductions from the claimant's wages of £ 58.94 (relating to uniform), £ 150 (relating to a phone) and £ 442 (relating to potential parking fines). The remainder of the complaint about unauthorised deductions from wages (£ 250 unpaid wages and deductions relating to damage to the van and to replacement keys) is not well-founded and is dismissed.
4. The respondent shall pay the claimant **£ 650.94**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Approved by:

Employment Judge Dick

27 January 2026

JUDGMENT SENT TO THE PARTIES
ON

16 March 2026

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/