



EMPLOYMENT TRIBUNALS

Claimant: Mrs G Williams

Respondent: Aris Flooring Limited

Heard at: Cardiff (via CVP) **On:** 12 March 2026

Before: Employment Judge Leith

Representation

Claimant: In person

Respondent: No attendance or representation

JUDGMENT

1. The Respondent made unauthorised deductions from the Claimant's wages in September and October 2024. The Respondent must pay the Claimant the sums deducted being a total of **£3,971.39**, calculated as follows:
 - a. In respect of September 2024, an unauthorised deduction of £238.
 - b. In respect of October 2024, an unauthorised deduction of £3,733.39 consisting of:
 - i. Four weeks' pay at the net rate of £427.67 per week (a total of £1,710.68);
 - ii. The commission and bonus accrued in September 2024 and payable in October 2024, in the sums of £1,374 and £648.71 respectively.
2. The Respondent was in breach of contract by dismissing the Claimant. The Respondent must pay the Claimant damages of **£427.67**, being one week's net pay.
3. The Respondent failed to pay the Claimant for accrued but untaken annual leave on termination of her employment. The Respondent must pay the Claimant the sum of **£1,556.65**, being 18.2 days accrued but untaken annual leave at the Claimant's net daily rate of £85.53 per day.
4. The Respondent failed to provide the Claimant with a written statement of terms. The Respondent must pay the Claimant the sum of **£2,000**, being four weeks gross pay.

Approved by:
Employment Judge Leith

Date: 12 March 2026

JUDGMENT SENT TO THE PARTIES ON
22 March 2026

Miriam Drake

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.

Public access to employment tribunal decisions

Judgments 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/>