



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr R Lapa

v

Intteco Ltd

Heard at: Cambridge

On: 3 March 2026

Before: Employment Judge Tynan

Appearances

For the Claimant: In person

For the Respondent: Mr S Lakovlev, Director

JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The Respondent made unauthorised deductions from the Claimant's wages in respect of the period 1 April 2023 to 9 October 2024.
2. The Respondent is ordered to pay the Claimant the sum of **£1,168.01** gross in respect of the unauthorised deductions. Unless the parties agree in writing that the Respondent shall make such deductions at source, the Claimant shall be responsible for the payment of any income tax or employee National Insurance contributions on the sum ordered to be paid.

Approved by:
Employment Judge Tynan

Date: 4 March 2026

Sent to the parties on:

26 March 2026

For the Tribunal:

Note

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 is likely to be payable in most but not all circumstances. 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/>