



EMPLOYMENT TRIBUNALS (SCOTLAND)

**Case No: 4100155/2026
Employment Judge: A Kemp**

Mr M R Kunjithapatham

Claimant

Diane Fraser

Respondent

JUDGMENT Rule 22 of the Employment Tribunal Procedure Rules 2024

No response has been presented to this claim and an Employment Judge has decided to issue the following judgment on the available material under Rule 22:

The respondent having made an unauthorised deduction from wages contrary to section 13 of the Employment Rights Act 1996 is ordered to pay the claimant the gross sum of One Thousand Two Hundred and Nineteen Pounds and Eighty Pence (£1,219.80) (Calculated on the basis of 4,533 packages payable at .60p per package = £2,719.80 less £1,500.00 already paid).

The respondent shall be at liberty to deduct from the above sums (which are calculated gross) prior to making payment to the claimant such amounts of Income Tax and Employee National Insurance Contributions (if any) as it may be required by law to deduct from a payment of earnings of that amount made to the claimant, and if it does so, duly remits such sums so deducted to HM Revenue and Customs, and provides to the claimant written evidence of the fact and amount of such deductions and of the sums deducted having been remitted to HMRC, and payment of the balance to the claimant shall satisfy the requirements of this judgment.

Date sent to parties

12 March 2026