



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R J Willison

**Respondent:** Max One Group Limited

## NOTES FOR ORAL JUDGMENT

**Heard at:** Newcastle upon Tyne (remotely; by CVP)      **On:** 14 April 2026

**Before:** Employment Judge Heather

### Appearances

**For the claimant:** in person

**For the respondent:** Mr Mazir Ali, General Manager

# JUDGMENT

The judgment of the Tribunal is as follows:

## Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages on 28 July 2025.
2. The respondent shall pay the claimant **£785.25**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

## Notice Pay

3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£673.08** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

## Holiday Pay

5. The complaint in respect of holiday pay is not well-founded and is dismissed.

**Breach of contract (bonus payment)**

6. The complain in respect of breach of contract is not well-founded and is dismissed.

**Failure to provide a written statement of employment particulars**

7. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1,346.16**.

**Total amount due from respondent to claimant**

8. The total amount that the respondent has been ordered to pay to the claimant is **£2,804.49**.

**Approved by:  
Employment Judge Heather**

**14 April 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.

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