



EMPLOYMENT TRIBUNALS

Claimant: Mr M Hanlon

Respondent: Total Home Delivery Limited

RULE 22 JUDGMENT

1. The respondent did not present a response to the claim. The claimant provided further information by correspondence to the Tribunal on 24 December 2025, upon which a determination could properly be made of the claims set out below pursuant to rule 22 of the Employment Tribunal Rules 2024.
2. The claim for unauthorised deductions from wages (Employment Rights Act 1996 section 13) is well founded. The respondent made a series of unauthorised deductions from the claimant's wages ostensibly for pension contributions which were not paid into the claimant's pension. The respondent must pay to the claimant within 14 days £411.97 gross calculated as follows:
 - a. 13 September 2024 payslip: £14.05 deducted for employer pension contributions but not paid into the claimant's pension;
 - b. 30 August 2024 payslip: £17.57 deducted for employer pension contributions and £29.29 deducted for employee pension contributions but not paid into the claimant's pension;
 - c. 23 August 2024 payslip: £14.04 deducted for employer pension contributions and £23.41 deducted for employee pension contributions but not paid into the claimant's pension;
 - d. 16 August 2024 payslip: £10.52 deducted for employer pension contributions and £17.53 deducted for employee pension contributions but not paid into the claimant's pension;
 - e. 9 August 2024 payslip: £14.04 deducted for employer pension contributions and £23.41 deducted for employee pension contributions but not paid into the claimant's pension;

- f. 2 August 2024 payslip: £14.04 deducted for employer pension contributions and £23.41 deducted for employee pension contributions but not paid into the claimant's pension;
- g. 26 July 2024 payslip: £14.04 deducted for employer pension contributions and £23.41 deducted for employee pension contributions but not paid into the claimant's pension;
- h. 19 July 2024 payslip: £14.04 deducted for employer pension contributions and £23.41 deducted for employee pension contributions but not paid into the claimant's pension;
- i. 12 July 2024 payslip: £14.04 deducted for employer pension contributions and £23.41 deducted for employee pension contributions but not paid into the claimant's pension;
- j. 21 June 2024 payslip: £14.04 deducted for employer pension contributions and £18.73 deducted for employee pension contributions but not paid into the claimant's pension;
- k. 14 June 2024 payslip: £14.04 deducted for employer pension contributions and £18.73 deducted for employee pension contributions but not paid into the claimant's pension;
- l. 7 June 2024 payslip: £14.04 deducted for employer pension contributions and £18.73 deducted for employee pension contributions but not paid into the claimant's pension.

Approved by:

Employment Judge Gordon Walker

Date 10 February 2026

JUDGMENT SENT TO THE PARTIES ON

.....17/4/2026..

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FOR THE TRIBUNAL OFFICE

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