



EMPLOYMENT TRIBUNALS

Claimant: Mrs N I E Villanueva

Respondent: Support Services Leaders Limited

Heard at: London South, by CVP

On: 30 April 2025

Before: EJ Rice-Birchall

Representation

Claimant: Ms Macaulay, pupil barrister

Respondent: Mr Firmin, litigation consultant

JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period November 2024 to March 2026.
2. The respondent shall pay the claimant **£2617.53**, which is the gross sum deducted. The claimant is also awarded interest of **£130.19**. The claimant is responsible for the payment of any tax or National Insurance.
3. 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 **£328.75**.

Approved by:

Employment Judge Rice-Birchall

30 April 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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. If the claimant requests written

summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/