



EMPLOYMENT TRIBUNALS

Claimant: Mr P J Nsiah

Respondent: LJ Sure Mercies Care Limited

Heard at: Watford Employment Tribunal (via CVP)

On: 18 March 2026

Before: Employment Judge Smeaton

Representation:

Claimant: In person

Respondent: Did not attend and was not represented

JUDGMENT

1. The Respondent has made an unlawful deduction from the Claimant's wages between January 2024 and August 2024 and is ordered to pay the Claimant the gross sum of £7,500.87 (from which any tax and national insurance is to be deducted). This sum already accounts for the payments made to the Claimant between September 2025 and March 2026.
2. The Claimant was dismissed in breach of his contract. The Respondent is ordered to pay the Claimant the gross sum of £286.00 (from which any tax and national insurance is to be deducted).
3. When the proceedings were begun, the Respondent was in breach of its duty under section 1(1) of the Employment Rights Act 1996 to give a written statement of employment particulars to the Claimant. The Respondent is ordered to pay the Claimant the gross sum of £915.20 (from which any tax and national insurance is to be deducted).

Approved by:

Employment Judge Smeaton

18 March 2026

JUDGMENT SENT TO THE PARTIES ON

.8 May 2026.....

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FOR THE TRIBUNAL OFFICE

Notes

All judgments 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-legislationpractice-directions/

Summary reasons having been given orally at the hearing, written reasons will any be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision (paragraph 60(4B)(b) of the Employment Tribunal Procedure Rules 2024).

