



EMPLOYMENT TRIBUNALS

Claimant: Mr Fengrui Zhen

Respondent: 68 Plus Limited

Heard at: London South (by CVP)

On: 13 May 2026

Before: Employment Judge Yardley

Representation

Claimant: In person

Respondent: Ms Shi, Solicitor

JUDGMENT

The Employment Tribunal Procedure Rules 2024 – Rule 22

The judgment of the Tribunal is as follows:

1. The Respondent's application for an extension of time to present its response is refused.
2. The complaint of unauthorised deductions from wages is well-founded. The Respondent made unauthorised deductions from the Claimant's wages in the period **16 April 2025 to 11 September 2025**.
3. The Respondent shall pay the Claimant **£4,375.26** in respect of unpaid wages which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.
4. The Respondent shall pay the Claimant the sum of **£220.06** in respect of unpaid expenses.

5. The complaint in respect of holiday pay is well-founded. The Respondent failed to pay the Claimant in accordance with regulation 14(2) of the Working Time Regulations 1998.
6. The Respondent shall pay the Claimant the gross sum of **£929.82** in respect of accrued but untaken statutory annual leave. The Claimant is responsible for the payment of any tax or National Insurance.
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. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the Respondent shall therefore pay the Claimant the sum of **£1,074.48**.
8. The Respondent is ordered to pay the Claimant the total sum of **£6,599.62**.

Employment Judge Yardley

Date: 13th May 2026

Judgment sent to parties on
15th May 2026

For the Tribunal Office

Note

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 is made by either party within 14 days of the sending of this written record of the decision. If a party requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.