



## EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Card  
**Respondent:** J O Enterprises Ltd.  
**Heard at:** Southampton (by CVP)  
**On:** 24 April 2026  
**Before:** Employment Judge Hogarth

**Appearances:**

For the claimant: representing himself  
For the respondent: did not appear

## JUDGMENT

1. The claim for unlawful deductions from wages is well founded. The respondent must pay the claimant £1350. The claimant is responsible for any income tax and National Insurance payments due.
2. The claim for holiday pay is not well founded and is dismissed.
3. The respondent must pay the claimant £80 in respect of fuel paid for by the claimant and not re-imbursed by the respondent.
4. When the proceedings were begun, the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. The respondent must pay the claimant £1215 (two week's pay) under section 38 of the Employment Act 2002.

Employment Judge Hogarth  
Date: 24 April 2026

Sent to the parties on:

12 May 2026

For the Tribunal Office:

Phoebe Hancock

Notes

1. *Because oral reasons were given at the Hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*
2. *Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.*
3. *Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:*

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>