



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss D Fox

**Respondent:** PMD Consulting (UK) LLP

**Heard at:** London South Hearing Centre (in public vido)

**On:** 14 April 2026

**Before:** Employment Judge Moor

## Representation

**Claimant:** in person

**Respondent:** Mr I Alan, joint owner

# JUDGMENT

1. The complaint of unlawful deduction of wages is well-founded and succeeds in part.
2. The Respondent must pay to the Claimant compensation of £1477.92, without deduction for tax or national insurance.

A calculation is attached.

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Employment Judge **Moor**

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Date 20 April 2026

CALCULATION

Period of payslip: 14 December 2024 – 24 January 2025 = 6 working weeks ie 30 working days.

Salary £25,128 per year = 483.23 per week/5 = £96.64 per day  
Each day 8.25 hours

Pay due and owing for period of payslip (ie if all working days were worked)  
6 x 483.23 = **£2899.38**

Less:

1. Deductions lawfully made for admitted sick days  
7 Days less 3 days x SSP  
(24 Dec and 17, 20, 21, 22, 23, 24 January 2025)

2. Deductions for further sick days on  
20 Dec 3 hrs 18 mins = 3.3hrs = 3.3/8.25 = 0.4 of a day  
23 Dec full day

= 8.4 days x 96.64 = **£811.78**

**Less 60% x 123 = 73.80**

Deductions for sick days properly made **(£737.98)**

3. Deductions for unpaid leave 30, 31 December

2 days x 96.64 = **(£193.28)**

**Total Gross Deduction**

Total due and owing in 31 January payslip, gross £1967.87  
Amount paid gross on 31 January £14.89 (14.89)

Amount therefore owed by the Respondent to the Claimant gross = £1952.98

**Total Net Compensation under section 24(2) of the Employment Rights Act**

**Net pay on £1952 gross (using salary calculator) = £1699.41**

**Less net pay on 31 January 2025 of £221.49 (221.49)**

**Thus net the Claimant has lost 1699.41- 221.49 = £1477.92**

The compensation appropriate to be paid to the Claimant for her financial loss due to the deduction is **£1477.92**

(This must be paid to the Claimant without any further deduction of tax or national insurance.)