



EMPLOYMENT TRIBUNALS

Claimant: Mrs Donna Needs

Respondents: (1) Mr Mervin Arulanantham
(2) MJ's Retailers Limited
(3) Mr Peter Dunn
(4) Mrs Susan Dunn

Heard at: Norwich

On: 7 May 2026

Before: Employment Judge M Warren

Representation

Claimant: In person

Respondents: (1) Mr Mervin Arulanantham – In person
(2) MJ's Retailers Limited – Mr Arulanantham
(3) Mr Peter Dunn – In person
(4) Mrs Susan Dunn – In person

JUDGMENT

1. The complaint of unauthorised deductions from wages against the First Respondent is well-founded. The First Respondent made an unauthorised deduction from the Claimant's wages in the period from **11 August 2023** to **2 October 2023**. The First Respondent shall pay the Claimant **£1542.16**, which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.
2. Under section 163 Employment Rights Act 1996 it is determined that the Claimant is entitled to a redundancy payment of **£3,277.09**.
3. For the avoidance of doubt, the total sum payable by the First Respondent to the Claimant, without deduction, is **£4,819.25**.

4. The complaints of unauthorised deduction from wages and the claims for a redundancy payment against the Second, Third and Fourth Respondents are not well founded, fail and are dismissed.

Approved by:

Employment Judge M Warren

8 May 2026

JUDGMENT SENT TO THE PARTIES ON

15 June 2026

FOR THE TRIBUNAL OFFICE

Notes

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons alternatively, the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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/