



EMPLOYMENT TRIBUNALS

Claimant: Mr Morgan Thomas

Respondent: (1) Rise Contracting Services Ltd
(2) Involve Recruitment Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Cardiff, by video **On:** 17 July 2026

Before: Employment Judge C Grubb

Appearances

For the Claimant: Mr Thomas

For the First Respondent: Mr Nixon

For Second Respondent: Mr French

JUDGMENT

- 1) The Claimant's complaint of unauthorised deduction from wages is not well-founded and is dismissed.

C Grubb
Employment Judge
Authorised for issue on
17 July 2026

Sent to the parties on:
27 July 2026

For the Tribunal Office:
Kacey O'Brien

Notes

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

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

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/>