Case Number: 6027889/2025

EMPLOYMENT TRIBUNALS

Claimant: **N Phillips**

Respondent: **Sky Bear Pubs Limited**

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 28 July 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.

2. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages in May 2025 and must pay the claimant £1,019.53 gross.

3. The respondent must pay the claimant **£1,019.53** in total.

4. The claimant will be responsible for paying any tax liabilities arising out of the gross award as the respondent has been ordered to pay the outstanding amount without deductions, i.e. tax is not deducted from source.

Approved by:

Employment Judge Tobin

10 June 2026

JUDGMENT SENT TO THE PARTIES ON

30 July 2026

FOR THE TRIBUNAL OFFICE

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6027889/2025**

Name of case: **N Phillips** v **Sky Bear Pubs Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 30 July 2026

the calculation day in this case is: 31 July 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office