Case Number: 6036880/2025

EMPLOYMENT TRIBUNALS

Claimant: **M Farooq**

Respondent: **Fast Despatch Logistics Limited**

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 7 October 2025. The respondent has failed to present a valid response on time. The Legal Officer 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 respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £2,805.00 gross, calculated as follows:

    a. 4 days of training x £120.00 per day = £480.00
    b. Plus 15 days of delivery work x £185.00 per day = £2,775.00
    c. £480.00 + £2,775.00 = £3,255.00
    d. Minus agreed deductions for insurance and van hire @ £225.00 per week: 2 x £225.00 = £450.00
    e. £3,255.00 - £450.00 = £2,805.00

3. The respondent must pay the claimant **£2,805.00** in total.

Approved by:

Legal Officer Sheard

14 July 2026

JUDGMENT SENT TO THE PARTIES ON

7 August 2026

....
FOR THE TRIBUNAL OFFICE

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6036880/2025**

Name of case: **M Farooq** v **Fast Despatch Logistics 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: 7 August 2026

the calculation day in this case is: 8 August 2026

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

Paul Guilfoyle
For the Employment Tribunal Office

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.

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GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note: www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

   If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.

3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.

4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.

5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.

6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.

7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.

8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.

9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.

Because the above decision was made by a Legal Officer, the claimant(s) or respondent(s) may, pursuant to rule 7 of the Employment Tribunal Procedure Rules 2024, apply in writing to the Tribunal within 14 days for it to be considered afresh by a Judge.