



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8002820/2025

Held in Edinburgh on 28 April 2026

Employment Judge J G d'Inverno

Mr Pawel Jan Galka

**Claimant
No appearance and
No representation**

Elenic Construction Ltd

**Respondent
No appearance and
No representation**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is:

- (First)** That the respondent, in August 2025, made an unauthorised deduction from the claimant's wages in the gross sum of £1,054 being wages due to the claimant in respect of 62 hours worked by him at the contractual gross rate of £17 per hour, all contrary to the provisions of section 13 of the Employment Rights Act 1996 ("ERA").
- (Second)** That the respondent shall pay to the claimant a sum being equivalent to the gross amount to the unauthorised deduction made, that being a sum in the gross amount of £1,054 (One Thousand and Fifty-Four Pounds).
- (Third)** That the respondent shall make the said payment to the claimant without deduction of income tax or employee National Insurance contribution.

- (Fourth)** That the claimant shall directly account to His Majesty's Revenue and Customs ("HMRC") for the income tax and Employee National Insurance contribution due on the sum once received by him.

J G d'Inverno

Employment Judge

30 April 2026

Date of Judgment

Date sent to parties

15 May 2026