



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs R O Donnell

v

BDS Limited

Heard at: **Manchester** (by video) On: **5 June, 24, 27 July 2026**

Before **Employment Judge Kenward**
Mr A Clarke
Mr M Stemp

Appearances

For the Claimant: **Mr P Appleby** (HR Adviser)

For the Respondent: **Miss D Ajibade** (Legal Consultant)

JUDGMENT

1. The complaints of unauthorised deductions from wages are well-founded and succeed in part. The Respondent made unauthorised deductions from the Claimant's wages in the period from 1 September 2020 to 8 October 2024. The Respondent is ordered to pay the Claimant £1,928.11, which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.
2. The complaints of unauthorised deductions from wages, by failing to pay the Claimant for holidays accrued but not taken on the date that the Claimant's employment ended, are well-founded and succeed in part. The Respondent is ordered to pay the Claimant £651.60, which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.
3. The Respondent was in breach of its duty to provide the Claimant with written notification of changes to employment particulars contrary to Employment Rights Act 1996 section 4. In accordance with Employment Act 2002 section 38, the Respondent is ordered to pay the Claimant two weeks' gross pay in the sum of £288.00.
4. The complaints of unauthorised deductions from wages and holiday pay in excess of the amounts awarded above are not well-founded and are dismissed.
5. The total amount payable by the Respondent to the Claimant is £2,867.81.

Approved by
Employment Judge Kenward
Dated 27 July 2026

Sent to the parties on

28 August 2026

For the Tribunal office

Notes

Summary reasons for the Judgment having been given orally at the hearing; summary 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.

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.

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/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

ARTICLE 12

Case number: **6009635/2025**

Name of case: **R O Donnell** v **BDS 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: 28 August 2026

the calculation day in this case is: 29 August 2026

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

For the Employment Tribunal Office