



EMPLOYMENT TRIBUNALS

Claimant: Mr M Pruszkowski

Respondent: Rusgold Manufacturing Limited

Heard at: Watford Employment Tribunal

On: 28 July 2026

Before: Employment Judge Arullendran

REPRESENTATION:

Claimant: In person

Respondent: Mr P Klubowicz (company director)

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. All claims against Rusgold Facades Limited are dismissed.
2. The complaint of unauthorised deduction from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages on 7 June 2024.
3. The respondent shall pay the claimant **£700.87** which is the gross sum deducted. The claimant is responsible for the payment of any tax or national insurance.
4. The complaint of breach of contract in relation to notice pay is well-founded.
5. The respondent shall pay the claimant **£669** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
6. The claim of unfair dismissal is not well-founded and is dismissed.
7. The complaint in respect of holiday pay is not well founded and is dismissed.
8. Total award = **£1369.87**

Approved by:

Employment Judge Arullendran

28 July 2026

Judgment sent to the parties on:

4 September 2026

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For the Tribunal:

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Notes

Summary reasons for the judgment having been given orally at the hearing, written summary or full 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/