



EMPLOYMENT TRIBUNALS

Claimant: Mr Andre Walters
Respondent: Arkay Windows Limited

Heard at: Watford Employment Tribunal by CVP video hearing.

On: 28 August 2026

Before: Employment Judge Skehan

Appearances

For the claimant: In person
For the respondent: Mr A MacMillan (counsel)

Judgment

1. The respondent has failed to comply with S8 of the Employment Rights Act 1996 in that it has failed to provide the claimant with an itemised pay statement “at or before” any payment of wages of salary is made.
2. For the sake of completeness it is noted that:
 - a. The respondent has provided otherwise compliant pay statements to the claimant within a matter of days of the payment date.
 - b. Such delay happened on occasions during the course of the claimant’s employment however it was not the respondent’s normal practice.
 - c. No monetary award is made.
3. The claimant withdrew all other claims within this litigation, consisting of unauthorised deduction from wages contrary to S13 of the Employment Rights Act 1996, unpaid holiday and breach of the Working Time Regulations 1998 (as amended), at the commencement of the hearing. These claims are dismissed by the Employment Tribunal in accordance with the Employment Tribunal Rules

Approved by

Employment Judge Skehan

Date: 28 August 2026

Sent to the parties on:
26 September 2026

For the Tribunal Office:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.