



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mrs H Duckett

Respondent: Underline Utilities & Civil Engineering Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD at Birmingham (remotely by CVP)

ON 22 September 2026

BEFORE EMPLOYMENT JUDGE Dimbylow

Representation

For the claimant: In person

For the respondent: Mr C Flaherty, Managing Director

JUDGMENT ON A HEARING

The judgment of the tribunal is that: The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period **1 to 31 October 2025**. The respondent shall pay the claimant **£3,333.33**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Approved by Judge Dimbylow
On 22 Sept. 2026

Notes:

- (1) Reasons for the judgement having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

- (2) All judgments and any 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 claimant and respondent.
- (3) Recording and transcription. 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:
- (4) <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>