Case Number: 6033654/2025.

EMPLOYMENT TRIBUNALS

Claimant		**Respondent**
Mr M Rapala	**v**	Ultimate Workforce Limited

Heard at: Bury St Edmunds (in person) **On:** 23 September 2026

Before: Employment Judge K J Palmer (sitting alone)

Appearances
For the Claimant: In person
Interpreter: Ms Monika (Polish speaking)
For the Respondent: Mr Graham (Respondent Director)

JUDGMENT

It is the Tribunal's Judgment that the Claimant's claims for unlawful deduction of wages fail and are dismissed.

Approved by:

Employment Judge KJ Palmer

Date: 23 September 2026

Sent to the parties on:

31 October 2026

For the Tribunal Office

Note:
Summary Reasons for the Judgment having been given orally at the Hearing, summary or full 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.

Public access to Employment Tribunal decisions

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.

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 is likely to be payable in most but not all circumstances. 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/