



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

Mr M Nascimento

**Respondent**

AND CAD Architecture (Midlands) Ltd

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham **ON** 31<sup>st</sup> October 2019

**EMPLOYMENT JUDGE** Richardson

### Representation

**For the Claimant:** in person

**For the Respondent:** Mr M Miah, Managing Director

## JUDGMENT

### **The judgment of the Tribunal is that**

- 1) The claimant's claim for unlawful deduction from wages under S23 Employment Rights Act 1996 is well founded.
- 2) The respondent did not provide a payslip to the claimant in breach of S8 Employment Rights Act 1996.
- 3) The Tribunal makes an award under S12(4) Employment Rights Act 1996.
- 4) The respondent is ordered to pay the claimant the total sum of £1,838.75 the calculation of which is attached on appendix A.
- 5) The sum is to be paid gross. The claimant is to account for tax and NIC on the said sum.

Signed by: Employment Judge Richardson  
Signed on 31<sup>st</sup> October 2019