



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Borland

**Respondent:** JB Web Consultancy Limited

**HELD AT:** Newcastle, by video

**ON:** 18 January 2023

**BEFORE:** Employment Judge Aspden

## REPRESENTATION:

**Claimant:** In person

**Respondents:** No attendance

## JUDGMENT

The judgment of the Tribunal is:

1. The claimant's complaint that the respondent made deductions from his wages in contravention of section 13 of the Employment Rights Act 1996 is well founded. The respondent must pay to the claimant the following amounts (subject, in the case of paragraphs a, b and d, to any deductions the respondent is required by law to make and pay to HMRC in respect of income tax or national insurance referable to those sums):
  - a. £1,625 salary for the period 9 July 2022 to 8 August 2022 (inclusive);
  - b. £375 salary for the claimant's notice period (9 to 15 August 2022, inclusive);
  - c. £220 to compensate the claimant for financial loss attributable to those unlawful deductions; and
  - d. £675 which was due to the claimant on termination of his employment in respect of accrued but untaken annual leave.

Employment Judge Aspden

Date 18 January 2023

Note

Reasons for the judgment having been given orally at the hearing, 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.