



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Day

**Respondent:** By The Fountain Limited

**Heard at:** London South - Croydon (by video) **On:** 17<sup>th</sup> August 2021

**Before:** Employment Judge C H O'Rourke

## Appearances

For the Claimant: In person

For the Respondent: Mr Demirtas - director

## JUDGMENT

1. The Respondent made unlawful deductions from the Claimant's wages, in the period 1 May to 3 July 2020, in the sum of £6950 and is ordered to pay the Claimant that sum.
2. The Respondent failed to provide the Claimant with terms and conditions of employment, compliant with s.1 Employment Rights Act 1996 and is ordered to pay the Claimant two weeks' statutory pay, in the total sum of £900.

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**Employment Judge O'Rourke**  
**17 August 2021**

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.