



EMPLOYMENT TRIBUNALS

Claimant: Mr Edward Boyce

Respondent: Pebble and Leaf Ltd

RECORD OF A PRELIMINARY HEARING

Heard at: East London Hearing Centre (by telephone)

On: 27 January 2021

Before: Regional Employment Judge Taylor

Appearances:

For the claimant: In person (assisted by Melanie Lawson)

For the respondent: Response not received.

JUDGMENT

- 1. The respondent made unauthorised deductions from the claimant's wages.**
- 2. The claimant is awarded the sum of £628 (gross), being the total of the unauthorised deductions.**

REASONS

1. This has been a remote hearing which was not objected to by the parties. The form of remote hearing was audio. A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.

2. The claimant carried out work for the respondent, which is in the business of restoring furniture, as a general assistant from 30 March 2020 until 3 August 2020 working 9.00am until 4.00pm and at other times, as and when required. The claimant was 15 years old when he started working for the respondent.

3. Early conciliation started on 3 September 2020 and ended on 21 September 2020. The claim form was also presented on 24 September 2020.

4. The respondent was sent the notice of the claim and the completed response form was to have been submitted by 16 November 2020. The prospective respondent in the Early Conciliation Certificate was Pebble and Leaf Ltd. The name of the

respondent in the claim form was Ms Soanes but at the address given for Pebble and Leaf Ltd. The company was served as the respondent.

5. The respondent did not present a completed response form and was warned in a letter from the tribunal dated 9 January 2021 that a judgment may now be issued.

6. The claimant provided a schedule of the unpaid amounts and corresponding time sheets and a witness statement (unsigned) from an employee of the respondent supporting his claim.

7. Section.13 of the Employment Rights Act 1996 prohibits unauthorised deductions from wages.

8. The issue to be decided in this hearing is whether the respondent made unauthorised deductions from the claimant's wages and if it did, what amount has been deducted.

9. The claimant provided the tribunal with a schedule of the unpaid amounts and corresponding time sheets:

30 May to 5 June 2020	£ 0.50
22 June to 26 June 2020	£102.50
29 June to 3 July 2020	£162.50
20 July to 24 July 2020	£192.50
27 July to 31 July 2020	£130.00
3 August 2020	£ 40.00
Total amount due	£628.00

10. The claimant confirmed that the respondent had not made any further payments to him up to the date of hearing.

11. Having heard the claimant, and upon the respondent having failed to submit a response, the judgment of the tribunal is that:

11.1 The respondent made unauthorised deductions from the claimant's wages.

11.2 The claimant is awarded the sum of £628 (gross), being the total of the unauthorised deductions.

Regional Employment Judge Taylor
Date: 27 January 2021