



# EMPLOYMENT TRIBUNALS

**Claimant:** 1. Mr C Birdi  
2. Mr H Gill

**Respondent:** JS Property Management Solutions Ltd.

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Birmingham by CVP **On:** 13 February 2023

**Before:** Employment Judge Connolly (sitting alone)

### Appearances

For the first claimant: In person  
For the second claimant: In person  
For the respondent: No attendance or representation

## JUDGMENT

Upon there being no response presented and the claim not being contested.

1. It was not reasonably practicable for either claimant to present their claim within the statutory time period in the circumstances of this case. The claims were presented within a reasonable period thereafter and so are permitted to proceed.
2. The respondent made unauthorised deductions from the first claimant's wages in respect of the period worked from 11 October 2021 – 29 December 2021. The respondent is ordered to pay the first claimant **£1,241.20** in respect of the same.
3. The respondent made unauthorised deductions from the second claimant's wages in respect of the period worked from 11 October 2021 – 29 December 2021. The respondent is ordered to pay the second claimant **£1,458.35** in respect of the same.

4. The respondent failed to pay the second claimant in respect of holidays accrued but not taken at the termination of his employment. The respondent is ordered to pay the second claimant **£169.95** for 20.7 hours holiday accrued but not taken.
5. The above sums are payable gross and each claimant is responsible for payment of any income tax or employee national insurance contributions payable thereon.

**Employment Judge Connolly**

Signed on 13 February 2023