



# EMPLOYMENT TRIBUNALS

**Claimants:** 1. Mr C Nutley  
2. Mrs M Bradley

**Respondent:** Vita Incorporated Limited

**HELD AT:** Liverpool **ON:** 21 January 2020

**BEFORE:** Employment Judge Horne

## REPRESENTATION:

**Claimants:** In person

**Respondent:** Did not attend, unrepresented, and participation restricted under rule 21 of the Employment Tribunal Rules of Procedure 2013

## JUDGMENT

1. The respondent failed to give Mr Nutley an itemised pay statement.
2. The failure occurred every month when Mr Nutley's salary was paid to him during the period from November 2018 to September 2019 inclusive.
3. On each such occasion, the particulars that ought to have been included in Mr Nutley's itemised pay statement were:
  - 3.1. Gross salary of £2,666.67;
  - 3.2. A deduction of £571.57 for income tax and national insurance; and
  - 3.3. Net salary of £2,095.10.
4. The respondent failed to give Mrs Bradley an itemised pay statement.

5. The failure occurred every month when Mrs Bradley's salary was paid to her during the period from November 2018 to July 2019 inclusive.
6. On each such occasion, the particulars that ought to have been included in Mrs Bradley's itemised pay statement were:
  - 6.1. Gross salary of £2,083.33;
  - 6.2. A deduction of £384.76 for income tax and national insurance; and
  - 6.3. Net salary of £1,698.36.
7. The tribunal extends the time limit for the claimants to apply for reconsideration of this judgment. The extension of time relates to any application that the claimants (or either of them) may wish to make for an order under section 12(4) of the Employment Rights Act 1996. For any such application, the time limit is extended to 4pm on 20 March 2020. The normal time limit applies for reconsideration applications by any other party, or on any other ground.

---

Employment Judge Horne

21 January 2020

SENT TO THE PARTIES ON  
3 February 2020

FOR THE TRIBUNAL OFFICE