



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms EK Zerva

v

**Trinity Grand Investment
Management Ltd**

Heard at: London Central (by video)

On: 11 December 2020

Before: Employment Judge P Klimov, sitting alone

Representation

For the Claimant: in person

For the Respondent: Ms G Cheung (director)

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

JUDGEMENT

1. The respondent has made an unlawful deduction from the claimant's wages in contravention of section 13 of the Employment Rights Act 1996 by failing to pay the claimant's full wages during the period of her employment from 2 December 2019 until 13 March 2020 and is ordered to pay the claimant **the gross sum of £2,885.89, being**
 - a. **underpaid wages of:**
 - i. **£576.93 for December 2019,**
 - ii. **£897.40 for January 2020,**
 - iii. **£576.93 for March 2020,**
 - b. **£357.70 for unpaid leave of 1.86 days in 2019, and**
 - c. **£476.93 for 2.48 days of the accrued but untaken holiday in 2020**

for the wages unlawfully deducted and to account to HMRC for any tax and NI due.

2. The respondent was in breach of contract by dismissing the claimant without giving her two weeks' notice and is ordered to pay the claimant **the gross sum of £1,923.08** being damages for breach of contract.

Employment Judge P Klimov
11 December 2020

Sent to the parties on:12/12/2020

For the Tribunals Office

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.