



# EMPLOYMENT TRIBUNALS

**Claimant**

Miss J Kozlova

v

**Respondent**

Link Consultancy Limited

Heard at: Central London Employment Tribunal      On: 6 September 2022  
Before: Employment Judge Norris, sitting alone (via CVP)

Representation:

Claimant –                      In person

Respondent –                  Did not appear/not represented

## JUDGMENT

1. No response to the claim having been received by the Tribunal, judgment is given in favour of the Claimant under Rule 21 (Schedule 1 Employment Tribunal Rules of Procedure 2013).
2. The Respondent shall pay to the Claimant the sum of £5,369.86.
3. Applying the guidance in *Walters t/a Rosewood v Barik*<sup>1</sup>, this award for unlawful deduction from wages (“arrears of pay”) and notice pay is a gross amount which the Respondent can satisfy by payment to the Claimant of the net amount due (which the Claimant says is £4,143.37) and payment to HMRC of any tax and national insurance which falls to be deducted at source.
4. The Claimant does not pursue a claim in the Employment Tribunal for “other payments” (the repayment of a loan made by her to the Respondent’s director).

---

Employment Judge Norris  
Date: 6 September 2022  
JUDGMENT SENT TO THE PARTIES ON

07/09/2022

FOR THE TRIBUNAL OFFICE

Note:    *Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from any party within 14 days of the sending of this record of the decision.*

---

<sup>1</sup> UKEAT/0053/16/BA