



# EMPLOYMENT TRIBUNALS

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**Claimant:** Andreia Oliveira

**Respondent:** Kingdom Cleaning Limited

**Heard at** LONDON SOUTH  
Remotely via CVP

**On:** 15 November 2023

**Before** EMPLOYMENT JUDGE N COX  
sitting alone

**Appearances:**

**For the Claimant:** Mr Welch (Counsel)

**For the Respondent:** MS Kennedy-Curnow (Litigation Consultant)

## JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 1 January 2021 to 28 February 2022.
2. The respondent shall pay the claimant £55,537.42, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint of breach of contract in relation to failure to pay the claimant the above sum is well-founded.

4. The maximum amount which the Tribunal can award as damages for breach of Contract is £25,000 and so the Tribunal makes no separate order for payment of compensation for breach of contract.
5. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 5 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992, a sum of £2776.87.
6. The respondent shall pay the claimant the total sum of £58,123.20 (gross)

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Employment Judge N Cox

Date: **15 November 2023**

Judgment sent to the parties and entered in the Register on: **29 November 2023**

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for the Tribunal Office

Note

*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.*

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