



EMPLOYMENT TRIBUNALS

Claimants: Mrs M Tagawa

Respondents: Krystal CSG UK Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013, Rule 21

The respondent not having presented a response to the claim and on the information before the Judge,

The judgment of the Tribunal is that the claim of unlawful deduction from wages in accordance with section 13 of the Employment Rights Act 1996 is successful and the respondent is ordered to pay the gross sum of **£525.44**.

REASONS

1. The claimant worked for the respondent specialist cleaning company from 7 April 2023 to 22 August 2023 as a cleaner.
2. The claimant was employed on a zero hours contract and was paid an hourly rate of £10.42.
3. The claimant complains that she was not paid for the last month of her employment with the respondent.
4. On 4 September 2023 the claimant sent the respondent a message asking on what date she would be paid her wages.
5. The respondent replied to the claimant's message on the 5 September 2023 and told the claimant that she would be paid on 13 September 2023.
6. On 12 September 2023 the respondent sent the claimant her final payslip. The payslip, dated 13 September 2023, recorded that the claimant had worked 42 hours and was entitled to payment of wages of £437.64. The payslip also recorded that the claimant was entitled to an income tax rebate of £87.80.

7. The claimant did not receive any payment from the respondent on the 13 September 2023. On the same date the claimant sent the respondent a message asking if the payment was due that day because she had not received the payment.
8. On 14 September 2023 the claimant sent another message seeking a response to the message that she had sent on the previous day. The claimant did not receive a response to either message.
9. On 25 November 2023 the claimant started ACAS Early Conciliation.
10. On 27 December 2023 the claimant sent the respondent an email informing the respondent that she had not received the payment and asked the respondent to check payment records.
11. On 6 January 2024 the claimant received the Early Conciliation Certificate
12. On 23 January 2024 the claimant issued Employment Tribunal proceedings.
13. The respondent unlawfully deducted the gross sum of **£525.44** from the claimant's wages in September 2023.

Employment Judge Ainscough

Date: 20 May 2024

JUDGMENT SENT TO THE PARTIES ON

5 June 2024

FOR THE TRIBUNAL OFFICE

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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2400417/2024**

Name of case: **Mrs M Tagawa v Krystal CSG UK Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 5 June 2024

the calculation day in this case is: 6 June 2024

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office