



# EMPLOYMENT TRIBUNALS

**Claimant:** Sophie Ord  
**Respondent:** Chai & Coffee Limited  
**On:** 15 August 2024  
**At:** Newcastle Employment Tribunal (remotely by CVP)  
**Before:** Employment Judge Sweeney

## Appearances

For the Claimant, In person,

For the Respondent, No attendance, no representation

# JUDGMENT ON LIABILITY AND REMEDY

1. The claim of unlawful deduction of wages is well-founded and succeeds.
2. The Respondent is ordered to pay to the Claimant the gross wages of **£1,148**.

Employment Judge Sweeney

Date: 15 August 2024

## 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.

**Public access to employment tribunal decisions**

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>