



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs M Khan  
**Respondent:** Naked Planet Ltd

**Heard at:** Watford Employment Tribunal via video hearing

**On:** 23 September 2024

**Before:** Employment Judge Fitzgerald

## Representation

Claimant: In person  
Respondent: Did not attend

# JUDGMENT

1. The Claimant's claim of constructive dismissal is successful. The Respondent must pay the Claimant a basic award of £1,607.50 and a compensatory award of £1,454 net to cover the Claimant's loss of earnings in the period before she obtained new employment.
2. The Respondent must also pay the Claimant the sum of £500 for loss of statutory rights.
3. The Claimant's claim for unlawful deduction of wages is successful. The Respondent must pay the Claimant the sum of £17,112.50 net in unpaid wages and £6,400 net in respect of unpaid bonus.
4. The Claimant's claim for breach of contract in relation to pension contributions is successful. The Respondent deducted payments from the Claimant's wages but did not pay them into her pension and also failed to make the required employer contributions as per the Claimant's payslip. The Respondent must pay the Claimant the sum of £8,730.
5. Where the payments in this Judgment are stated to be net then the Respondent should make the additional necessary payments to HMRC to cover income tax and national insurance. The Respondent must ensure that the Claimant receives the full net sums without deduction.

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Employment Judge Fitzgerald

Date 23 September 2024

JUDGMENT SENT TO THE PARTIES ON  
21 November 2024

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FOR THE TRIBUNAL 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.