



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss Z Karambakuwa

v

Bkind Care Ltd

Heard: In Leeds

On: 4, 6, 7 March 2025

Before:

Employment Judge JM Wade

Representation:

Claimant: In person

Respondent: Ms L Gonese, manager

JUDGMENT

1. The claimant's complaint of unlawful deductions from wages succeeds and the respondent shall pay to her the gross sum of £5213.82.
2. The respondent unreasonably failed to follow a provision of the ACAS code and the award above is subject to a 20% uplift of £ 1042.76.
3. The Tribunal makes a preparation time order in the claimant's favour of £200 as a result of the respondent's unreasonable failure to comply with case management orders.
4. The total payable by the respondent is **£6456.58**.
5. The claimant's complaints of Section 103A dismissal and detriment are dismissed.
6. The claimant's equal pay complaint is also dismissed.

Employment Judge JM Wade

7 March 2025

Note: Decisions and written reasons are published on the Tribunal's website shortly after they are made available to the parties. Any request for written reasons must be copied to the other parties and received by the Tribunal within 14 days of this Judgment being sent.