



EMPLOYMENT TRIBUNALS

Claimant: Ms Okpah

Respondent: Balance Support CIO

Heard at: London South (by CVP)

On: 28-29 April 2025

Before: Employment Judge Hart

Representation:

For the claimant: Representing herself

For the respondent: Ms Mayhew-Hills (litigation consultant)

JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's complaint for unfair dismissal is not well founded and is dismissed.
2. The Claimant's complaint for breach of contract, in relation to the failure to make deductions for her student loans resulting in the Claimant incurring a late payment charge and interest, is well founded and the respondent is ORDERED to pay the Claimant the sum of £101,75.
3. The Claimant's complaint for breach of contract in relation to the provision of training is not well founded and is dismissed.

4. The Claimant's complaint for unlawful deduction of wages in respect of bereavement pay is not well founded and is dismissed.

This Judgment has been approved by:

Employment Judge **HART**

Date: 29 April 2025

JUDGMENT SENT TO PARTIES

Date: 22nd May 2025

O.Miranda

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.

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.

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/>