



EMPLOYMENT TRIBUNALS

Claimant

Ms Zoya Mir

Respondent

Unikey Limited

v

Heard at:

Bury St Edmunds (by CVP)

On: 14 August 2025

Before:

Employment Judge KJ Palmer (sitting alone)

Appearances

For the Claimants: In person

For the Respondent: No ET3 filed and no attendance

REMEDY HEARING pursuant to a Rule 22 JUDGMENT

1. It is the Judgment of this Tribunal that the Claimant is awarded the following sums:
 - 1.1. There has been an unlawful deduction of wages and the Tribunal makes a declaration to that effect. The Claimant is awarded the sum of £2,040 gross in this respect.
 - 1.2. The Claimant is awarded the sum of £540 in respect of pay in lieu of accrued untaken holiday under the Working Time Regulations.
 - 1.3. The Claimant is awarded one week's notice pay as damages for breach of contract in the sum of £480.00 gross.

TOTAL: the sum of **£ 3,060.00** is therefore payable by the Respondent to the Claimant, immediately.

Approved by:

Employment Judge KJ Palmer

Date: 15 August 2025

Sent to the parties on: 21/08/2025

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.

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 is likely to be payable in most but not all circumstances. 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/>