



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Gwozda

**Respondent:** Clear Crystal UK Ltd

**Heard at:** Manchester (by CVP)

**On:** 17 September 2025

**Before:** Employment Judge Childe

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No attendance

# JUDGMENT

This is a judgment made under rule 22. I decided that on the available material, including information provided by the claimant, a determination could properly be made of this claim.

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 31 December 2024 until 4 February 2025.
2. The respondent shall pay the claimant **£608**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
4. The respondent shall pay the claimant **£375**. The claimant is responsible for paying any tax or National Insurance.

5. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
6. The respondent shall pay the claimant the following sums:
  - (a) A basic award of **£3,136**.
  - (b) A compensatory award of **£784**.

**Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.
7. The claimant confirmed that no other claims were being advanced.

**Approved by:  
Employment Judge Childe  
17 September 2025**

Judgment sent to the parties on:

27 October 2025

For the Tribunal:

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**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) 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.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

#### ARTICLE 12

Case number: **6008680/2025**

Name of case: **M Gwozda** v **Clear Crystal UK Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 27 October 2025

**the calculation day** in this case is: 28 October 2025

**the stipulated rate of interest** is: 8% per annum.

For the Employment Tribunal Office