



EMPLOYMENT TRIBUNALS

Claimant: Taofeek Oladepo

Respondent: Worldwide Cleaning Services Limited

JUDGMENT – RULE 22

The judgment of the Tribunal is as follows:

1. The claim was presented in the Leeds Employment Tribunal on 13 April 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in respect of 22 days worked over December 2024 and January 2025. The respondent shall pay the claimant £752.40, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint of breach of contract in relation to notice pay is not well-founded. The claimant's employment ended upon expiry of the agreed term.
4. 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. The respondent shall pay the claimant £276.50. The claimant is responsible for paying any tax or National Insurance.
5. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period September 2024 to January 2025.
6. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay (calculated as 15 hours per week x

£11.44 per hour). In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant £686.40.

7. The respondent must pay the claimant £1,715.30 in total.
8. The hearing listed on 10 November 2025 is cancelled.

**Approved by:
Employment Judge Elliott
10 November 2025**

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