



EMPLOYMENT TRIBUNALS

Claimant: Ms M Eemann

Respondent: Quickfit Safety Belt Services Ltd

Heard at: Watford **On:** 24 - 25 November 2025

Before: Employment Judge Baran (sitting alone)

Appearances:

Claimant: Ms Eeman (in person, assisted by a court appointed interpreter)

Respondent: Mr Cowley (consultant)

JUDGMENT

1. The complaint in relation to unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded only in relation to statutory sick pay due and owing between 31 August 2023 and 28 February 2024. The respondent is ordered to pay the sum of £3,063.20 gross unlawfully deducted from the claimant's pay.
2. The complaint of failure to provide a written statement of the main terms of employment is well-founded. Pursuant to section 38 of the Employment Rights Act 2002 the above award is increased by the sum of £781.24 being two weeks' gross pay.
3. The complaint of being subjected to detriment for making a protected disclosure contrary to section 47B Employment Rights Act 1996 is not well-founded and is dismissed.

Approved by:

Employment Judge Baran

25 November 2025

Sent to the parties on:

10 December 2025

For the Tribunal Office:

Notes

1. 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.
2. 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.
3. 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/>