



## EMPLOYMENT TRIBUNALS

**Claimant:** Miss P Zarzycka

**Respondent:** Third November Limited

**Heard at:** London South Employment Tribunal (video hearing)

**On:** 23 January 2026

**Before:** Employment Judge Robinson

**Representation**

Claimant: In person

Respondent: Did not attend

## JUDGMENT

The judgment of the Tribunal is that:

1. The Respondent made unauthorised deductions from wages by failing to pay the Claimant the full amount of wages due for March and April 2025. The Respondent is ordered to pay to the Claimant the sum of **£273.28** being the total gross sum deducted. This is based on:
  - a. The Claimant earning £143 in March 2025 and £830.28 in April 2025.
  - b. The Respondent paying the Claimant £700 in instalments between June-October 2025.
2. Although at the hearing I also awarded the Claimant £544.90 gross (equivalent to two weeks' pay), that was on a misunderstanding that the Claimant was claiming for a failure of the Respondent to provide a written statement of employment particulars. However, the Claimant has subsequently clarified that this was not her claim, and that she was instead claiming for a failure of the Respondent to provide payslips. The Tribunal does not have the power to award the Claimant compensation in respect of the Respondents' breach in this matter. Therefore I simply make a *declaration* that the Respondent failed to provide the Claimant with itemised pay statements between March and April 2025, but make no monetary award.

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Employment Judge Robinson  
Date: 23 January 2026

Sent to the parties on:  
Date: 27 January 2026

Notes

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.

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