



## EMPLOYMENT TRIBUNALS

**Claimant:** C Santos

**Respondent:** Smart Workwear Ltd

### JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 20 July 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, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent has made unauthorised deductions from the claimant's wages in the period April 2024 to April 2025 for work done and holiday taken.
3. The respondent shall pay the claimant **£3,424.02**, which is the total gross sum deducted. The claimant will be responsible for paying any tax or National Insurance.
4. The hearing listed on **5 December 2025** is cancelled.

Approved by:

**Employment Judge Slater**

Date: 26 November 2025

JUDGMENT SENT TO THE PARTIES ON

5 February 2026

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6027034/2025**

Name of case: **C Santos** v **Smart Workwear 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: 5 February 2026

**the calculation day** in this case is: 6 February 2026

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

For the Employment Tribunal Office