



EMPLOYMENT TRIBUNALS

Claimants: Mrs Asha Sanghera

Respondent: Pollenpay UK Ltd

HELD AT: Manchester (by video over CVP) **ON:** 11th December 2025

BEFORE: Employment Judge Greer

REPRESENTATION:

Claimant: In Person

Respondent: Mr Wilson

JUDGMENT

The Judgment of the Tribunal is that:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages in the period from June 2022 until September 2023.
2. The Respondent shall pay the Claimant **£75,304.13** gross in respect of unlawful deductions from wages. The claimant is responsible for the payment of any tax or National Insurance due on that sum.
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 **£5,448** gross by way of holiday pay. The claimant is responsible for paying any tax or National Insurance due on that sum.

Employment Judge Greer

Date 11th December 2025

JUDGMENT SENT TO THE PARTIES ON
10 February 2026

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2413118/2023**

Name of case: **Mrs A Sanghera** v **Pollenpay 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: 10 February 2026

the calculation day in this case is: 11 February 2026

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

For the Employment Tribunal Office