# EMPLOYMENT TRIBUNALS

**Claimant**
Ms B Liu

**Respondent**
Mini Island Ltd

**Heard at:** **Leeds by CVP** **On:** **29 January 2026**

**Before:** **Employment Judge Davies**

**Appearances**
**For the Claimant:** **In person**

**For the Respondent:** **Did not attend**

# JUDGMENT

## EMPLOYMENT TRIBUNALS RULES OF PROCEDURE RULE 22

1. It was not reasonably practicable for the Claimant to present her claim for unauthorised wages in respect of her "trial period" in September 2023 within the Tribunal time limit. She presented it within a reasonable period after that. The Tribunal can therefore deal with that claim.
2. The Claimant's complaints of unauthorised deduction from wages, breach of contract in respect of notice pay, unfair dismissal and failure to pay for holiday that had accrued but was untaken when her employment ended are all well-founded and succeed.
3. The Respondent shall pay the Claimant the following sums:
   - 3.1 Wages for an unpaid "trial period" in September 2023: **£250.08**
   - 3.2 Wages arising from failure to pay national minimum wage: **£7.50**
   - 3.3 Wages earned in February 2025: **£470.88**
   - 3.4 Notice pay (one week from 11 February 2025 to 18 February 2025): **£174**
   - 3.5 Compensatory award for unfair dismissal (for wages between 18 February 2025 and 1 July 2025, less sums earned in mitigation): **£3,186.**
   - 3.6 Pay for holiday accrued but not taken when employment ended: **£1,456**.
4. When these proceedings were begun, the Respondent was in breach of its obligation to provide the Claimant with a written statement of employment particulars. On the information available to me there are no exceptional circumstances that make it unjust or inequitable to award two weeks' pay. It is not just and equitable to award four weeks' pay. The Respondent must therefore pay the Claimant: **£348**.
5. The total sum payable to the Claimant is **£5,892.46**.

**Regional Employment Judge Davies**
**29 January 2026**