



EMPLOYMENT TRIBUNALS

Claimant: Ms Anne-Sophie Mpara

Respondent: Shirewood Technologies Limited

Heard at: Manchester (by CVP)

On: 26 January 2026

Before: Employment Judge Miller-Varey

REPRESENTATION:

Claimant: In person

Respondent: Did not attend

JUDGMENT

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded. The respondent made a series of unauthorised deductions from the claimant's pay between 1 April 2025 and 31 May 2025. The respondent is ordered to pay to the claimant the gross sum of £6666.66 deducted from pay.
2. The complaint of breach of contract in relation to notice pay is well-founded. The respondent is ordered to pay the claimant the gross sum of £3333.33 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will be taxed upon it as Post Employment Notice Pay.
3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's pay by failing to pay holiday pay and is ordered to pay the claimant the gross sum of £455.83.

Approved by Tribunal Judge Miller-Varey
acting as a Judge of the Employment Tribunal

27 January 2026

JUDGMENT SENT TO THE PARTIES ON

1 April 2026

FOR THE TRIBUNAL OFFICE

.

Note

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.

Public access to employment tribunal decisions

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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6021167/2025**

Name of case: **Ms Anne-Sophie Mpara** v **Shirewood Technologies Limited**

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: 1 April 2026

the calculation day in this case is: 2 April 2026

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

For the Employment Tribunal Office