



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Bak
Respondent: Sansum Solutions Group Ltd
Heard at: Exeter Employment Tribunal (by CVP)
On: 27 March 2026

Before: Employment Judge Volkmer

Representation

Claimant: In person, supported by her husband
Respondent: Rebecca Adams (HR Manager for the Respondent), lay representative

JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages in respect of the period 12 May 2025 to 28 February 2026, with the last relevant pay date being 7 March 2026.
2. The agreed figure is £4,607.85 (gross).
3. The Respondent must pay the Claimant the sum of £4,607.85 (gross).
4. All sums must be paid within 14 days of this judgment being sent to the parties.

Approved by
Employment Judge Volkmer
Date: 27 March 2026

JUDGMENT SENT TO THE PARTIES ON
22 April 2026

Jade Lobb
For the Tribunal Office

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.

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>