



EMPLOYMENT TRIBUNALS

Claimant: Halima Akter
Respondent: Care Premium Limited
Heard at: East London Hearing Centre
On: 2nd December 2024
Before: Employment Judge Howden-Evans

Representation

Claimant: Mr P Griffith, FRU volunteer
Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is:

1. The claim was not presented within the applicable time limits, but it was not reasonably practicable to do so. The claim was presented within a further reasonable period. The claim will therefore proceed.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period August 2023 to October 2023.
3. The respondent shall pay the claimant **£4,756.76** which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
4. 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.
5. The respondent shall pay the claimant **£422.48**. The claimant is responsible for paying any tax or National Insurance.

6. The total amount owed to the Claimant by the Respondent is **£5,179.24**. Interest will accrue at a rate of 8% per annum on any amount that remains unpaid 14 days after the date of this judgment.
7. The employment judge sincerely apologises for the delay in providing this judgment caused by her sudden ill health and prolonged period of sick leave.

Approved by:
Employment Judge Howden-Evans
Dated: 27 July 2026