



EMPLOYMENT TRIBUNALS

Claimants: Ying Pang
Vivian Opoku
Gifty Aberima
Afia Anokyewaa

Respondent: Mrs L Todd (deceased)

Heard at: Watford (in private, in person)

On: 28 and 29 July 2026

Before: Employment Judge Harrison

Appearances

For the 1st claimant: Mr Austin, Counsel
For the 2nd-4th claimant: Mr Tawiah, Counsel
For the respondent: Unrepresented

JUDGMENT

The Judgment of the Tribunal is as follows:

1. A statement that is required to be issued to an employee under section 1 Employment Rights Act 1996 (**ERA**) was not provided to either Mrs Pang or Ms Opoku. I make a declaration to this effect and make an award to each of these claimants of 2 weeks' gross pay (for Claimant 1 subject to the statutory cap in force at the time) in respect of this failure. For Mrs Pang this is £1,438. Quantification of the remedy for Ms Opoku is reserved.
2. The complaints of unauthorised deductions from wages are well-founded. The respondent made unlawful deductions from the claimants' pay each month

between the dates listed by each claimant's name. The respondent is ordered to pay the claimants the gross sums as follows:

Claimant 1	Ying PANG	03.2024 to 09.2025	£74,206.06
Claimant 2	Vivian OPOKU	08.2024 to 04.2025	£11,006.00
Claimant 3	Gifty ABERIMA	03.2024 to 03.2025	£16,646.00
Claimant 4	Afia ANOKYEWAA	03.2024 to 04.2025	£38,680.40

3. The claims of breach of contract are dismissed upon their withdrawal by the claimants.

Approved by Employment Judge Harrison

29 July 2026

JUDGMENT SENT TO THE PARTIES ON

11 August 2026

FOR THE TRIBUNAL OFFICE

Full reasons for the judgment having been given orally at the hearing, summary or full 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. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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/>