



EMPLOYMENT TRIBUNALS

Claimant: Ms S Chan

Respondent: Kooth Digital Health Limited

Heard at: Reading (by video) **On:** 19 August 2026

Before: Employment Judge Hawksworth

Appearances:

For the claimant: Mr R Godfrey (FRU)

For the respondent: Mr R Macmillan (General Counsel)

JUDGMENT

1. The claimant's complaint of unauthorised deduction from wages under sections 13 and 23 of the Employment Rights Act 1996 is well founded and succeeds. The respondent must pay the claimant the sum of £1,114.
2. The respondent unreasonably failed to comply with the Acas Code of Practice. The respondent must pay an additional £279 under section 207A of the Trade Union and Labour Relations Consolidation Act 1992.

Approved by:
Employment Judge Hawksworth

Date: 19 August 2026

Sent to the parties on:
21 September 2026

For the Tribunals Office

Note:

Summary 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:

All judgments and written full reasons for the judgments are published in full online, shortly after a copy has been sent to the claimant(s) and respondent(s) in the case, at www.gov.uk/employment-tribunal-decisions

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 is likely to be payable in most but not all circumstances. 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/>