



EMPLOYMENT TRIBUNALS

Claimant: Mr Mateusz Stempczynski

Respondent: Cleanco Cleaning Services Ltd

Heard at: London South Employment Tribunal (by CVP)

On: 21 September 2026

Before: Employment Judge Rakhim

Appearances

For the claimant: Attended, unrepresented

For the respondent: Mr Bartosz Kowalewski, Director

JUDGMENT

Holiday Pay

1. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or regulation 16(1) of the Working Time Regulations 1998.
2. The respondent shall pay the claimant £10,589.55. The claimant is responsible for paying any tax or National Insurance.

Unauthorised Deductions from Wages

3. The complaint of unauthorised deductions from wages in respect of alleged unpaid overtime is not well-founded and is dismissed.

Employer Pension Contributions

4. The complaint relating to employer pension contributions is well-founded.
5. The respondent shall pay the claimant £2,632.26.

Failure to Provide a Written Statement of Employment Particulars

6. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional

circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section

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38 Employment Act 2002 the respondent shall therefore pay the claimant £1,400.00.

Total Award

7. The respondent shall pay the claimant a total of £14,621.81.

T Rakhim

Employment Judge Rakhim
(signed electronically)
21 September 2026

Sent to the parties on:
28 September 2026

For the Tribunal Office:

P Wing

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