EMPLOYMENT TRIBUNALS

Claimant: **Rikako Fujiura**

Respondent: **Nichi Group Ltd**

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 21 May 2026. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.

2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant £1,851.22 gross calculated as follows:

    a. A gross sum equivalent to a net shortfall of £90.72 from pay slip dated 25/1/26 (WK44)
    b. Unpaid (gross) wages from pay slip dated 4/5/26: £1,623.35
    c. Working hours omitted from pay slip dated 4/5/26: 10.55 hrs x £13.00 per hour = £137.15 gross.

3. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £570.36

4. The respondent must pay the claimant **£2,421.58** in total.

5. The hearing listed on **2 November 2026** is cancelled.

Approved by:

Legal Officer Sheard

20 October 2026

Case Number: 6018461/2026

JUDGMENT SENT TO THE PARTIES ON

21 October 2026

FOR THE TRIBUNAL OFFICE

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6018461/2026**

Name of case: **Rikako Fujiura** v **Nichi Group Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 21 October 2026

the calculation day in this case is: 22 October 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office