



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs Karen Loong

v

Unikey Ltd

Heard at: Watford, in person

On: 9 October 2024

Before: Employment Judge Hyams, sitting alone

Representation:

For the claimant:

In person

For the respondent:

Not present and not represented

JUDGMENT

The respondent unlawfully deducted from the claimant's pay the sum of £3,730.80 gross (i.e. before the deduction of income tax and any other deductions which are required to be made from that sum and paid to His Majesty's Revenue and Customs ("HMRC") by reason of the Income Tax (Pay As You Earn) Regulations 2003, SI 2003/2682) in respect of the claimant's pay for October and November 2023, and the respondent is accordingly required to pay the claimant that sum and to pay those deductions accordingly.

Notes

1. 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.

2. For the avoidance of doubt, while the respondent admitted liability and asked for an order requiring payment in instalments, the tribunal has no power to make an order for instalments. If there had been such a power, then I would not in the circumstances have made such an order.

Public access to employment tribunal decisions

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

Employment Judge Hyams

Date: 9 October 2024

Sent to the parties on:

30 November 2024

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For Secretary of the Tribunals