



EMPLOYMENT TRIBUNAL

Claimant: Ms. Silvia Gurakuqi

Respondents: (1) Project FZ Ltd.
(2) Seasondream PLC

Hearing: Final Merits Hearing

Heard at: London Central ET (via video/CVP)

On: 2 May 2023

Before: Employment Judge Tinnion

Appearances: For Claimant: In person
For Respondents: No attendance/representation

JUDGMENT

1. The 2nd Respondent's name is amended to its legal name of Seasondream PLC.
2. The Claimant's claim against the 2nd Respondent is not well founded and dismissed.
3. During the period 25 March 2021 – 4 May 2022, the Claimant's employer was Project FZ Ltd.
4. The Claimant's claim against Project FZ Ltd. under s.13 of the Employment Rights Act 1996 for unauthorised deductions from wages is well founded.
5. Project FZ Ltd. shall pay the Claimant the total sum of £1,236.48, consisting of the following:
 - a. £747.43 in respect of unpaid wages (£109/week statutory sick pay) for period 18 March 2022 – 4 May 2022 (6 weeks, 6 days) when Claimant absent from work on sick leave;
 - b. £489.05 in respect of unpaid wages in respect of 5 days annual leave accrued but untaken as of 4 May 2022 (5 days x £97.81 (net)/day).

6. The Tribunal makes a declaration under s.12(3)(a) of the Employment Rights Act 1996 that Project FZ Ltd has failed to give the Claimant pay statements in

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accordance with s.8 of the Employment Rights Act 1996 in respect of the periods referred to immediately above.

7. The Tribunal has no jurisdiction to consider the Claimant's following complaints:
 - a. Project FZ Ltd. never paid Claimant's NI and income tax contributions/ deductions to HMRC;
 - b. Claimant's "*pension scheme has been regularly deducted but they did not pay to NEST pension*".
8. The Claimant confirmed she was content to proceed without an Italian translator.

NOTE

1. Reasons for the decision having been given orally at the 2 May 2023 hearing, written reasons will not be provided unless requested within 14 days of the date the judgment is sent to the party requesting them. In default of a timely request for written reasons, written reasons will not be provided unless requested by the Employment Appeal Tribunal, by a court, or by another legal body of competent jurisdiction.
2. Judgments are published online after they have been sent to the parties.

Signed (electronically): Employment Judge Tinnion

Date of signature: 2 May 2023

Date sent to parties: 03 __ May 2023

