



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss C. Wall

**Respondent:** Katie Moore t/a J.K. Caring for You

**Heard at:** Birmingham

**On:** 28 November 2019

**Before:** Employment Judge V. Jones

## Representation

Claimant: In person

Respondent: No appearance

# JUDGMENT

1. The Respondent made unauthorised deductions from the Claimant's wages contrary to S.13 Employment Rights Act 1996 ("ERA") 1996 as follows:
  - a. The sum of £280.00 for "late notice" deductions in February and March 2019;
  - b. Wages of £640.33 underpaid in April 2019.
2. The Respondent is ordered to pay the Claimant the total of £920.33 unlawfully deducted, under S.24 ERA 1996.
3. The Respondent failed to pay the Claimant compensation in lieu of holidays she had accrued on termination of her employment, as required by section 14 Working Time Regulations 1998 ("WTR"). The respondent is ordered to pay the claimant the sum of £115.38 (2 days pay) under section 30(3) WTR.
4. The Respondent failed to provide the Claimant with a written statement of particulars of her employment as required by section 1 ERA. The Respondent is ordered to pay the Claimant the sum of £576.92 (the lower amount) for such breach, under S.38 Employment Act 2002.

5. The total payable by the Respondent to the Claimant is £1612.63.

Employment Judge V. Jones  
10 December 2019

Note

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.