



EMPLOYMENT TRIBUNALS

Claimant: Miss Jasmine Alexander
Respondent: Zoe Bridges Hairdressing Ltd
Heard at: Ashford Employment Tribunal
On: 25 February 2020
Before: Employment Judge Martin

Representation

Claimant: In person
Respondent: Did not attend – no response received.

JUDGMENT

The judgment of the Tribunal is that:

1. The respondent's name in the proceedings is changed to Zoe Bridges hairdressing Ltd.
2. The Respondent made unauthorised deductions to the Claimant's wages and the Respondent shall pay to the Claimant **£4,891.12**.
3. The Respondent failed to pay accrued untaken holiday outstanding at the effective date of termination and the Respondent shall pay to the Claimant **£2,710.40**.

REASONS

1. The claimant presented a claim on 23 September 2019 claiming for breach of contract and annual leave outstanding at the effective date of termination of her employment. No response was received from the respondent who also did not attend the hearing.
2. The claimant worked as an apprentice and after her first year of employment was entitled to the national minimum wage. She worked 41 hours per week. There

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was no written contract of employment and the claimant was entitled to 28 days paid holiday per annum. In the two years preceding the end of her contract, the claimant took 12 days holiday meaning that 44 days holiday were accrued and outstanding on termination of her employment. I have calculated her daily rate as £61.60 per day.

3. The respondent did pay the claimant some money but not the amount due to her pursuant to the national minimum wage rates. The applicable rate was £7.38 per hour which, for a 41-hour week equates to £302 per week.
4. The claimant was paid £208.52 per week and therefore the difference per week is £94.06 p. I've awarded this difference for a period of 52 weeks amounting to £4891.12.

Employment Judge Martin
25 February 2020