



EMPLOYMENT TRIBUNALS

Claimant: Miss Anna Marie James
Respondent: Bright Kids Pre-School Limited
Heard at: Croydon **On:** 9 March 2020
Before: Employment Judge Cheetham QC

Representation

Claimant: no attendance

Respondent: Mr S Clement (solicitor)

JUDGMENT

1. The claim for unauthorised deduction of wages is dismissed.

REASONS

1. The hearing went ahead in the Claimant's absence. The Tribunal had not heard from the Claimant prior to the hearing as to why she might be not attending or that she might be delayed, nor was she in the building when the case was due to start (12.00).
2. The Judge understands that the Claimant did subsequently arrive at the Tribunal, but by then, judgment had been given.
3. The claim was for unpaid notice, but it was clear from the evidence of Mrs Ronke Oke (Managing Director) and from the documentary evidence that (a) the Claimant was only entitled to one week's statutory notice and (b) this had been paid. There was no basis for claiming anything beyond what she had already been paid and it was difficult to see what the Claimant might possibly have said to suggest otherwise, had she attended.
4. In those circumstances, the claim for unauthorised deduction of wages is dismissed.

5. The Tribunal then went on to deal with the Respondent's application for costs, which is set out in a separate Order.

Employment Judge Cheetham QC

Date: 10 March 2020