



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Eaton

Respondent: Laser Schoolwear Limited

HELD AT: Manchester

ON: 25 November 2020 &
18 January 2021

BEFORE: Employment Judge Peck (sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr A Hussain

JUDGMENT

1. The respondent made an unlawful deduction from the claimant's wages, in that it failed to pay her the full amount of wages due for February 2019 – November 2019 and is ordered to pay the claimant the gross sum of £2,821.05 in respect of the amount unlawfully deducted.
2. The respondent made an unlawful deduction from the claimant's wages, in that it failed to pay the claimant for 8 hours worked on 15 August 2018 and is ordered to pay the claimant the gross sum of £62.64.
3. The respondent made an unauthorised deduction from wages by failing to pay the claimant in lieu of 7 days accrued but untaken annual leave on termination of employment and is ordered to pay to the claimant the gross sum of £431.06.
4. The respondent is ordered to pay to the claimant additional compensation of £492.60 (equating to 2 weeks' pay) pursuant to section 38 Employment Act 2002 for failure to provide the claimant with a written statement of employment particulars.
5. The Claimant's breach of contract claim in relation to notice pay fails and is dismissed.

6. The respondent has failed to provide to the claimant, in accordance with section 8 of the ERA 1996, an itemised pay statement for October 2019 and November 2019. This declaration is therefore made in accordance with section 12(3) of the Employment Rights Act 1996.

Employment Judge Peck

18 January 2021

JUDGMENT SENT TO THE PARTIES ON

5 February 2021

FOR THE TRIBUNAL OFFICE

Notes

1. The “Code V” in the heading indicates that this hearing was held by way of the HMCTS “Cloud Video Platform”. Neither side requested an in person hearing and it was in accordance with the overriding objective to conduct the hearing by video conference call.
2. 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.
3. 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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2416811/2019**

Name of case: **Mrs J Eaton** v **Laser School Wear Ltd**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **5 February 2021**

"the calculation day" is: **6 February 2021**

"the stipulated rate of interest" is: **8%**

For and on Behalf of the Secretary of the Tribunals