



# EMPLOYMENT TRIBUNALS

**Claimants:** Ms N Jobling  
Mrs R Robertson  
Ms E West  
Ms S Rushton  
Ms J Price  
Ms C Holdstock

**Respondent:** A New Angle Limited trading as Independent Home Living

**HELD by:** CVP **ON:** 31 August 2021

**BEFORE:** Employment Judge Shulman

**REPRESENTATION:**

**Claimants:** In person

**Respondent:** Did not file responses, did not attend and were not represented

## JUDGMENT

1. The correct title of the respondent is A New Angle Limited trading as Independent Home Living.
2. The respondent is ordered to pay:
  - Ms Jobling the sum of £1206.30
  - Ms Holdstock the sum of £1838.81
  - Ms Price the sum of £2120.97
  - Ms Robertson the sum of £1293.52
  - Ms Rushton the sum of £624.38, and
  - Ms West the sum of £1042.88

# REASONS

1. The respondent carries on business in the care sector and did not pay the six claimants in this case sums owed to them at or about the termination of their employment.
2. The respondent did not appear, was not represented and did not file any responses.
3. The Tribunal has made all awards to the claimants gross.
4. In the case of Ms Jobling she was a carer. She presented her claim on 10 May 2021 and commenced her employment in October 2020. Her employment terminated on 4 April 2021. She claimed wages as follows which were unpaid:  
19 February 2021 to 19 March 2021 - £581.30.  
20 March 2021 to 27 March 2021 - £375.00  
20 hours bank - £250.00  
The balance due to Ms Jobling from the respondent is £1206.30
5. In the case of Ms Holdstock she was the branch manager. She presented her claim on 11 June 2021. She commenced employment on 16 September 2016 and her termination of employment was on 26 February 2021. She claims 15 days holiday at £93.10 per day – total - £1396.50 and one week's wages at £442.31. The total owed by the respondent to the claimant is £1838.81.
6. In the case of Ms Price she presented her claim on 26 May 2021. She was a home carer. The date of commencement of her employment was 15 April 2020 and her effective date of termination was 7 March 2021. She claims wages between 19 February 2021 and 19 March 2021 in the sum of £2120.97. Despite putting claims in her claim form for a redundancy payment, notice pay, holiday pay and compensation she was not now proceeding with those claims.
7. In the case of Ms Robertson she was a carer/care co-ordinator. She presented her claim on 4 July 2021. She commenced employment on 22 May 2018 and her employment terminated on 8 March 2021. She is claiming wages between 9 February 2021 and 8 March 2021 in the sum of £1293.52.
8. In the case of Ms Rushton she presented her claim on 22 May 2021. She was a care co-ordinator. She commenced employment on 14 September 2020 and her last day before termination was 5 March 2021. She claims wages from 13 February 2021 to 5 March 2021, at 22 and a half hours per week and £9.25 per hour. The respondent owes the claimant £624.38.
9. With regard to Ms West she is a home care worker and she presented her claim on 15 May 2021. She commenced employment on 24 April 2020 and finished her employment on 23 March 2021. She claims wages from 19 February 2021 to 19 March 2021 in the sum of £1042.88.

**Case No: 1802800/2021(V)**  
**1803630/2021**  
**1802852/2021**  
**1802969/2021**  
**1802993/2021**  
**1803174/2021**

10. In all the circumstances each of the claimants are entitled to the sums as set out in the Judgment above.

Employment Judge Shulman

Date: 10 September 2021

Date: 13 September 2021