



EMPLOYMENT TRIBUNALS

Claimant: Ms J North
Respondent: Back to Back Care Ltd
Heard at: Watford Employment Tribunal (in public; by video)
On: 18 March 2022
Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: In Person
For the respondent: No appearance or representation

JUDGMENT

1. The Claimant's weekly pay was £502 (gross).
2. The respondent made an unauthorised deduction of £310 from July 2019 salary by paying for 190 hours rather than 221. The Respondent is ordered to pay the gross sum of £310 to the Claimant.
3. The respondent made an unauthorised deduction of £174.06 from July 2019 salary by purporting to deduct a sum for late submission of time sheet. The Respondent is ordered to pay the gross sum of £174.06 to the Claimant.
4. The Claimant is entitled to a payment in lieu of unused holiday entitlement of £862.21 (being £502 x 5.6 x 112/365). [NOTE: Orally, I announced £854.89, based on 111 days employment. However, it was actually 112 days and so £862.61 is correct.] The Respondent is ordered to pay the gross sum of £862.21 to the Claimant.
5. The claim for losses allegedly caused by late notification of earnings to HMRC and/or DWP fails. The claim for unauthorised deduction for employee pension contributions fails.
6. In addition, I award £1004 (being 2 weeks' pay) in accordance with section 38 of the Employment Act 2002 and the Respondent is ordered to pay that sum to the Claimant.

Employment Judge Quill

Date: 18 March 2022

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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.