



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss T Donovan  
**Respondent:** 21<sup>st</sup> Century Contracts Limited  
**Heard at:** East London Hearing Centre (by Telephone)  
**On:** 23 May 2022  
**Before:** Tribunal Judge Overton acting as an Employment Judge

## Representation

**Claimant:** in person  
**Respondent:** Mr T Pallant

# JUDGMENT

1. The Claimant's claim for unauthorised deductions from wages contrary to Section 13 of the Employment Rights Act is well founded.
2. The Respondent has failed to pay the full wages that were properly payable to Miss Donovan for the period 3 week period of 2 August to 20 August 2021. The Claimant's gross pay is agreed between the parties to be £807.69. The Claimant is therefore entitled to  $3 \times £807.69 = \mathbf{£2423.07}$  gross.
3. The Claimant's wrongful dismissal claim is also well founded. The Claimant is entitled to one week's pay in lieu of notice of her termination. The Claimant's gross weekly pay is agreed between the parties to be **£807.69** gross.
4. The Claimant's claim for compensation related to entitlement to leave under regulation 14 of the Working Time Regulations 1998 is well founded.
5. The Claimant is entitled to 1.25 days of accrued but untaken holiday at the time of termination. This equates to 0.25 of the working week. The Claimant is therefore entitled to  $0.25 \times £807.69 = \mathbf{£201.92}$  gross.

6. I find that Miss Donovan is entitled to an overall payment of **£3,432.68** gross. Figures in this judgment are given gross however, payment will be made by the Respondent net of the required deductions.

**Tribunal Judge Overton acting as an  
Employment Judge  
Date: 27 May 2022**