



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Miss A Bill
Respondent: NOCAWB Ltd

Heard at: Leeds Hearing Centre (by CVP) **On:** 19 July 2022

Before: Employment Judge Morris (sitting alone)

Representation:

Claimant: In person
Respondent: Not represented (no response having been received)

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The claimant's complaint under section 23 of the Employment Rights Act 1996 that the respondent made an unauthorised deduction from her wages contrary to section 13 of that Act in that it did not pay her at all in respect of the final three weeks of her employment (ie from 31 January 2022 until her last day at work on 17 February 2022) is well-founded.
2. In respect of the above unauthorised deduction the respondent is ordered to pay to the claimant £1,221.00.
3. The claimant's complaint that, contrary to Regulation 14 of the Working Time Regulations 1998, the respondent had not paid her compensation in respect of her entitlement to three days' paid holiday that had accrued but not been taken by her at the termination of her employment is well-founded.
4. In that respect, the respondent is ordered to pay to the claimant the amount due to her being £313.50.

5. The above awards have been calculated by reference to the claimant's gross pay and any liability for income tax or employee's national insurance contributions shall be the liability of the claimant alone.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 21 July 2022**

JUDGMENT SENT TO THE PARTIES AND

**ENTERED IN THE REGISTER ON
2 August 2022**

Notes

Video hearing

This was a remote hearing, which had not been objected to by the parties. It was conducted by way of the Cloud Video Platform as it was not practicable to convene a face-to-face hearing, no one had requested such a hearing and all the issues could be dealt with by video conference.

The respondent

A response had not been received from the respondent, which was not represented at the hearing. One of its directors had, however, written to the Tribunal stating that the respondent had ceased trading but "did not declare legal insolvency" and "We do not dispute that the Claimant is owed the amount being claimed ..." or "contest the Claim". A search undertaken at Companies House immediately prior to the commencement of the hearing confirmed the status of the respondent company and its two directors as being, "Active".

Reasons

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

