



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mrs C Gunn
Respondent: Medipro Clinical Services Ltd

Heard at: Teesside Justice Centre **On:** 1 and 2 September 2022

Before: Employment Judge Morris
Members: Mr S Carter
Mrs D Winter

Representation:

Claimant: Miss A Cheetham, counsel
Respondent: Mr B Hendley, consultant

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

1. The claimant's complaint under section 23 of the Employment Rights Act 1996 ("the 1996 Act") that the respondent made unauthorised deductions from her wages contrary to section 13 of the 1996 Act (in that in respect of the final month of her employment it did not pay her the correct amount of her salary or the correct amount of overtime pay due to her) is well-founded.
2. In respect of the above unauthorised deductions, pursuant to section 24 the 1996 Act, the respondent is ordered to pay to the claimant the agreed sum of £893.74; that comprising £713.13 underpayment of salary plus £180.61 underpayment of overtime pay.
3. The claimant's complaint that, contrary to section 47B of the 1996 Act, the respondent subjected her to detriment on the ground that she made protected disclosures is well-founded.

4. In respect of that contravention, pursuant to section 49 of the 1996 Act, the Tribunal awards compensation of £8,750 to be paid by the respondent to the

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claimant; that award being initially calculated at £7,000 but then increased by £1,750 pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992.

5. The award referred to at paragraph 2 above has 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 3 September 2022**

**JUDGMENT SENT TO THE PARTIES ON
21st September 2022**

AND ENTERED IN THE REGISTER

21st September 2022

Notes

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 www.gov.uk/employmentTribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

