



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Joanne Nicholls

**Respondent:** Surrey Homecare

**Heard at:** London South Employment Tribunal **On:** 15 November 2022

**Before:** Judge M Aspinall (sitting as an Employment Judge)

**Appearances:**

**Claimant:** Mrs J Nicholls (in person)

**Respondent:** Mrs H Jeffery

## JUDGMENT

Having heard from the Claimant in person and from Mrs Jeffrey on behalf of the Respondent, I find:

1. That the Respondent made unauthorised deductions from the wages properly due to the Claimant (breakdown specified below); and
2. That the Respondent failed to pay the notice pay properly due to the Claimant on the termination of her employment (breakdown specified below); and
3. That the Respondent must, forthwith, pay to the Claimant the sum of **£2,283.48** gross (and the Claimant must account to HMRC for that sum once received).

The amount due (£2,283.48) is broken down as follows:

Week ...	Hours worked per Claimant	Highest hrs paid per C or R	Hrs due to min40 or Hrs worked	£ due @12.05 p/hr
11/10/2021	28.00	23.00	5.00	£60.25
18/10/2021	48.00	35.50	4.50	£54.23
25/10/2021	47.00	32.75	7.25	£87.36
01/11/2021	52.00	36.75	3.25	£39.16
08/11/2021	55.00	44.50	10.50	£126.53
15/11/2021	62.00	54.00	8.00	£96.40
06/12/2021	35.00	26.00	9.00	£108.45
13/12/2021	42.00	31.00	9.00	£108.45
27/12/2021	26.00	18.00	8.00	£96.40
03/01/2022	47.00	34.00	6.00	£72.30
17/01/2022	43.00	28.25	11.75	£141.59
31/01/2022	54.00	22.00	18.00	£216.90
14/02/2022	53.00	36.00	4.00	£48.20
21/02/2022	47.00	34.75	5.25	£63.26
	<b>639.00</b>	<b>456.50</b>	<b>109.50</b>	<b>£1,319.48</b>
Notice		2 weeks	80.00	£964.00
			<b>Total due:</b>	<b>£2,283.48</b>

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Employment Judge M Aspinall  
Date: 15 November 2022

Sent to the parties on  
Date: 30 November 2022

Note

Reasons for this judgment having been given orally at the hearing, written reasons will not be provided unless they are requested - by either party - within 14 days of this notice.

**PUBLIC ACCESS TO EMPLOYMENT TRIBUNAL DECISIONS**

Judgments and reasons for judgments of the Employment Tribunal are published in full. These can be found online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.