



# EMPLOYMENT TRIBUNALS

London South Employment Tribunal on 12th January 2023

*Claimant*

**Between**

*Respondent*

**Ms Emma Crouch**

**&**

**Without Exceptions Ltd**

**Before**

Judge M Aspinall (sitting as an Employment Judge)

**Appearances**

Ms E Crouch (in person);  
Ms J Veimou (for the Respondent)

## FULL MERITS HEARING Judgment

- Having heard from the parties and on considering all the available evidence, I find:**
  - That the claim for unpaid monies properly due to the Claimant succeeds on concession by the Respondent, accepted by the Claimant; and
  - That the claim in respect of the Respondent failing to provide [adequate] pay advice (payslips) is not made out and fails.
- The **Respondent shall, within 14 days, pay** the net balance of the **gross sum of £476.39** to the Claimant after making lawful deductions for any income tax and employees' national insurance (or other lawful deductions as required) and accounting to HMRC.
- The amount payable is calculated as follows:
  - 75 hours' notice pay (2 weeks) at 9.50 per hour = £712.50
  - 2 weeks statutory sick pay at 99.35 = £198.70
  - 52.5 hours annual leave (7 x 7.5-hour days) at 9.50 = £498.75
  - 37 hours of unpaid wages (1 week) at 9.50 = £351.50
  - 1 'sleep night' at 45.00 = £45.00
  - LESS £1,330.06 and £557.27 already paid
  - Balance remains of £476.39
- Having heard evidence from both the Claimant and Miss O'Brian (for the Respondent, I found that the Respondent had issued credentials for the Claimant to access her payslips using an online portal. She did not do so in time and the invitation expired. She did not then approach the correct person (Miss O'Brien) to have a new invitation sent. I am satisfied that the Respondent had prepared and issued payslips to the Claimant in accordance with the law.

5. Although I make no order, the Respondent has agreed to send paper copies of all payslips, P60 and any other such documents to the Claimant.

## **Judge M Aspinall on Thursday, 12th January 2023**

### 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.