



EMPLOYMENT TRIBUNALS

Claimant: Miss Emma Hemphill

Respondent: PCM Homecare Limited

FINAL HEARING

Heard at: East London Hearing Centre (in public by video)

On: 10 July 2023

Before: Employment Judge S Shore

Representation

For the Claimant: In person

For the Respondent: No appearance

JUDGMENT

1. The claimant's claim of unauthorised deduction of wages under section 13 of the Employment Rights Act 1996 is well-founded and succeeds.
2. The respondent shall pay the claimant £1,920.00 (gross without deduction of income tax or National Insurance) which is calculated as 4 weeks' pay at £480.00 per week (£24,960.00 per year). The respondent shall also pay the claimant £220.00 (gross without deduction of income tax or National Insurance) for on call payments calculated as 8 weekdays at £15.00 per day and 4 weekend days at £25.00 per day. The total payable for unauthorised deduction from wages is **£2,140.00** (gross without deduction of income tax or National Insurance).
3. The claimant's claim of breach of contract (failure to pay expenses) under Article 4 of the Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994 is well-founded and succeeds.
4. The respondent shall pay the claimant travel expenses calculated at 40p per mile x 134 miles = **£53.60** (gross without deduction of income tax or National Insurance).

5. The total payable by the respondent to the claimant is **£2,193.60** (gross without deduction of income tax or National Insurance).

Employment Judge S Shore
Date: 10 July 2023