



# THE EMPLOYMENT TRIBUNAL

**Sitting:** at Birmingham (by CVP)

**Before:** Employment Judge Tueje

**Between:**

**Pavan Kumar Guntipalli**

**Claimant**

**and**

**Midlands Community Home Care**

**First Respondent**

**Freedom and Lifestyle Limited**

**Second Respondent**

**On:** 29<sup>th</sup> August 2023

**Appearances:**

For the Claimant: In person

For the First Respondent: No attendance

For the Second Respondent: No attendance

**JUDGMENT**

1. The claim for unauthorised deductions from pay is well-founded. The First and Second Respondents are jointly and severally liable for making unauthorised deductions from the Claimant's pay in respect of the period 26<sup>th</sup> April 2022 to 14<sup>th</sup> June 2022. It is ordered that the First and Second Respondents are jointly and severally liable to pay to the Claimant the gross sum of £4,578.00 that was deducted from the Claimant's pay.
2. The claim in respect of holiday pay is well-founded. The First and Second Respondents are jointly and severally liable for making unauthorised deductions from the Claimant's pay by failing to pay holiday pay. It is ordered that the First and

Second Respondents are jointly and severally liable to pay the Claimant the gross sum of £120.00 representing 1.5 days annual leave.

Employment Judge Tueje

Date: 30<sup>th</sup> August 2023

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*Note: Written reasons will not be provided unless they are asked for by any party at the hearing itself or by a written request presented by any party within 14 days of the sending of the written record of the decision.*