



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Tanya Waite

**Respondent:** Reach Care Services Limited

**Heard at:** Cambridge                      **On:** 21 – 22 August 2023

**Before:** Employment Judge Davey

**Representation**

Claimant: In person

Respondent: Did not attend

## JUDGMENT

1. The respondent's name is amended to Reach Care Services Limited.
2. The claimant's claim for unfair (constructive) dismissal is well founded (on liability). The claimant was unfairly dismissed by the respondent.
3. The claimant's claim for failure to pay accrued but untaken holiday on termination of employment is well founded. The respondent has paid £7333.88 (gross) in outstanding holiday entitlement, this will be deducted from the total amount calculated to be outstanding.
4. The claimant's claim for unauthorised deductions of pay with respect to unpaid overtime is not well founded and is dismissed.
5. The claimant's claim for unauthorised deductions from pay with respect to underpaid wages during her notice period (10 February 2023 until 10 May 2023) is not well founded and is dismissed.
6. The remedies to which the claimant is entitled will be determined at a remedy hearing on 25<sup>th</sup> October 2023.

Employment Judge Davey

Date 29 August 2023

JUDGMENT SENT TO THE PARTIES ON  
1 September 2023

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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