



EMPLOYMENT TRIBUNALS

Claimant: Kayleigh Havens
Respondent: 1st Grade Care Ltd
Heard at: Cardiff by CVP **On:** 3rd October 2023
Before: Employment Judge G Duncan

Representation:

Claimant: No attendance
Respondent: Rebecca Long (HR Manager)

Upon the Claimant failing to attend despite a notice of hearing being sent to her email address
And Upon the Tribunal drawing the Respondent's attention to sections 86 to 89 of ERA 1996
And Upon the Respondent accordingly offering to pay the Claimant the difference between the sick pay and full notice pay

JUDGMENT

It is the decision of Employment Judge G Duncan that the Respondent has made an unlawful deduction from the Claimant's wages and is ordered to pay the Claimant the gross sum of £406.90 in respect of the amount unlawfully deducted. The claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded in respect of unpaid wages.

Employment Judge G Duncan

Dated: 3rd October 2023

JUDGMENT SENT TO THE PARTIES ON 4 October 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche