



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Ms Holder

Respondent
Kiondo CIC

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Midlands West **ON** 26 – 27 October 2023

EMPLOYMENT JUDGE Harding

Representation

For the Claimant: In Person

For the Respondent: Ms McGrath, Consultant

JUDGMENT

1 The claimant has not proved that she was a worker, as defined under Section 230 of the Employment Rights Act 1996, whilst she was working under the KWOC contract. Accordingly, the tribunal has no jurisdiction to hear this aspect of the claim and it is dismissed.

2 The complaint of unauthorised deductions from wages is well-founded in respect of the period 14/9/21 – 3/11/21, whilst the claimant was engaged under her contract of employment. The respondent made an unauthorised deduction from the claimant's wages in the agreed sum of £864. However, the parties agree that this amount has now been paid to the claimant by the respondent, and accordingly no order for payment is made.

3 The complaint of unauthorised deductions from wages is not well-founded in respect of unpaid overtime for September/October 2021. Accordingly, this aspect of the claim is dismissed.

Employment Judge Harding
Dated: 27 October 2023