



EMPLOYMENT TRIBUNALS

Claimants: Teresa Penn (1st Claimant) and Vanessa Sherwood (2nd Claimant)

Respondent: ION Ambulance Care

Heard at: Reading Employment Tribunal in person days 1 & 2 via video link day 3 **On:** 2-4 October 2023

Before: Employment Judge R Read

REPRESENTATION:

Claimant: Ms C Elves (Counsel) Mr Khurshid (Solicitor)
Respondent: Mr B Uduje (Counsel) Ms Uysal (Trainee Solicitor)

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is not well-founded and dismissed.

Notice Pay

2. The complaint of breach of contract in relation to notice pay is outside the jurisdiction of this Tribunal and is dismissed.

Holiday Pay

3. The complaint in respect of holiday pay is well-founded. The respondent failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998 and the Employment Rights Act 1996.
4. The respondent shall pay the 1st Claimant £4,803.96 and the 2nd Claimant £5,223.63.

5. The claimants are responsible for paying any tax or National Insurance.

Unfair Dismissal

6. The complaint of unfair dismissal is not well-founded and is dismissed.

**Employment Judge Read
4 October 2023**

Judgment sent to the parties on:
15 November 2023

For the Tribunal:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.