



EMPLOYMENT TRIBUNALS

Claimant: Miss B Louw

Respondent: Marshall Eaton Holdings Limited

Heard at: Bury St Edmunds (CVP)

On: 6th November 2023

Before: Employment Judge Islam

Representation

Claimant: Unrepresented

Respondent: Mr A Khan

JUDGMENT

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded. The respondent made an unauthorised deduction from the claimant's pay in respect of:
 - a. Unpaid wages for 3 months from 1 November 2022 until 28 January 2023. The respondent is ordered to pay to the claimant the gross sum of £13,499.98 (gross).
 - b. The claimant's pension contributions deducted from her salary that were not paid into NEST for the period of November 2021 until August 2022. The respondent is ordered to pay £1384.04 (gross).
2. In addition, the respondent is ordered to pay to the claimant the net sum of £894.40 to compensate the claimant for financial loss sustained by her in the form of interest incurred from a loan she obtained to repay money she borrowed to make mortgage and bill payments. I find that this is attributable to the unauthorised deduction pursuant to section 24(2) Employment Rights Act 1996.
3. The claim in relation to unpaid notice pay is not well founded and does not succeed as the Claimant did not work her notice period.

4. The claim in relation to interest on unpaid wages does not succeed as it is outside of the tribunal's jurisdiction.

Employment Judge **Islam**

Date: 9 November 2023

JUDGMENT SENT TO THE PARTIES ON

3 January 2024

FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless 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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Judgments 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.