



THE EMPLOYMENT TRIBUNAL

SITTING AT: London South (by CVP)

BEFORE: Employment Judge Tueje

BETWEEN:

Selma Wiltza Munich Lopez

Claimant

and

Caroline Hodgkins

Respondent

ON: 27th, 28th and 29th November 2023.

APPEARANCES:

For the Claimant:

Mr T Ogg (Counsel)

Also assisted by a Spanish interpreter

For the Respondent:

Ms J David (lay representative)

JUDGMENT

1. Following a hearing on liability which took place between 27th to 29th November 2023, the Tribunal determined Ms Munich's complaints of breach of contract, unauthorised deduction from wages, and breach of her statutory right to redundancy pay were well-founded, and hereby awards her compensation of **£40,066.44** calculated as follows.
2. The Tribunal having determined that Ms Hodgkins was in breach of contract by her failure to pay Ms Munich sums due to her, Ms Hodgkins shall pay Ms Munich the following:
 - 2.1 For the failure to pay Ms Munich's basic pay for the period 12th July 2019 to 22nd May 2020, **£4,278.60** being the net sum of the shortfall during that period.
 - 2.2 Interest pursuant to article 3 of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994, and section 69 of the County Courts Act 1984, awarded at the rate of 5% per annum for the period from 23rd May 2020 to 12th December 2023, amounting to **£770.15**.

- 2.3 For the breach of contract in relation to notice, the sum of **£2,300.29** representing 4 weeks net pay.
- 2.4 Interest pursuant to article 3 of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994, and section 69 of the County Courts Act 1984, awarded at the rate of 5% per annum for the period from 31st January 2022 to 12th December 2023, amounting to **£213.92**.
3. Having determined that Ms Hodgkins made unauthorised deductions from Ms Munich's pay, Ms Hodgkins shall pay Ms Munich the following sums:
 - 3.1 For unauthorised deductions from Ms Munich's basic pay during the period 23rd May 2020 to 26th January 2022, **£19,142.84** being the net amount deducted.
 - 3.2 For unauthorised deductions from Ms Munich's overtime pay during the period 23rd May 2020 to 7th November 2021, **£11,728.64** being the net amount deducted.
4. Having determined Ms Munich is entitled to a statutory redundancy payment, Ms Hodgkins shall pay Ms Munich **£1,632** pursuant to Part V of the Employment Rights Act 1996.

Employment Judge Tueje
Date: 9 January 2024