



EMPLOYMENT TRIBUNALS

Claimant: Miss L Horsman

Respondent: Rascals Playtime Childcare Limited

Heard at: Newcastle CFCTC **On:** 29 January 2024

Before: Employment Judge Arullendran

Representation:

Claimant: In person

Respondents: No attendance

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. Title of the respondent is amended under rule 34 of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 to Rascals Playtime Childcare Limited and service is deemed to have been effected.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant wages between 5 June 2023 and 5 September 2023.
3. The respondent shall pay the claimant £315.41 which is the gross sum deducted. The claimant is responsible for the payment of any tax or national insurance.
4. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount of 2 weeks gross pay unjust or inequitable. It is just and equitable to make an award equal to 4 weeks gross pay. In accordance with section 38 Employment Act 2002 respondent shall therefore paid claimant £1656.80.
5. Total award = £1972.21

Employment Judge Arullendran

Date: 29 January 2024

Note: This has been a remote hearing which has not objected to by the parties. The form of remote hearing was video. A face to face hearing was not held because it was not practicable, no-one requested the same and all the issues could be determined in a remote hearing.

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, 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.

Public access to employment tribunal decisions

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>