



EMPLOYMENT TRIBUNALS

Claimants: Miss A. Coimbra (1)

Miss G. Zedda (2)

Respondent: Shapers (Sutton) Limited

Heard at: London South via CVP

On 14 December 2023

Before: Employment Judge T.R. Smith

Representation

Claimants: Miss Coimbra in person, no attendance by Miss Zedda

Respondent: No attendance

The tribunal having applied rule 47:-

JUDGMENT

The First Claimant

1.The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the first claimant's wages in the period 26 August 2022 to 15 September 2022. The respondent shall **forthwith** pay the first claimant **£1048.80**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National

2.The complaint of breach of contract in relation to notice pay is well-founded. The respondent shall pay **forthwith** the first claimant **£3283.20** as damages for breach of

contract. This figure has been calculated using gross pay to reflect the likelihood that the first claimant will have to pay tax on it as Post Employment Notice Pay.

3.The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the first claimant's wages by failing to pay the first claimant for holidays accrued but not taken on the date the claimant's employment ended. The respondent shall forthwith pay the claimant **£527.13**. The first claimant is responsible for paying any tax or National Insurance.

4.Under section 163 Employment Rights Act 1996 it is determined that the first claimant is entitled to a redundancy payment of **£3283.20** which the respondent shall pay forthwith.

Employment Judge **T.R.Smith**

Date 14 December 2023