



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms D.P.Gonzalez

**Respondent:** The ICM Group Ltd

**Heard at:** London South by CVP on 15 April 2024

**Before:** Employment Judge Hindmarch

## **Appearances**

For the claimant: Ms Bacon – trade union representative

For the respondent: Did not attend

## **JUDGMENT**

1. The Claimant was an employee of the Respondent at the relevant time.
2. The complaint of unauthorised deduction from wages is well founded. The Respondent made an unauthorised deduction from wages in the period March to June 2023. The Respondent shall pay the Claimant the sum of £4289.00 which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.
3. The complaint of unfair dismissal is well founded. The Respondent shall pay the Claimant the following sums:
  - a) A basic award of £1406.70
  - b) A compensatory award of £1251.68

Employment Judge Hindmarch  
**15 April 2024**

**Case Number: 2305902/2023**

Sent to the parties on:  
**18 April 2024**

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For the Tribunal Office:

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