



# EMPLOYMENT TRIBUNALS

## Claimant

Mrs Judith Brown

## Respondent

v Rhodsac Community Living Limited

Heard at: Cambridge

On: 11 April 2024

Before: Employment Judge Tynan (sitting alone)

## Appearances

For the Claimants: Mr Rozycki, Counsel

For the Respondent: Mr Bhebhe, Consultant

## JUDGMENT

The Judgment of the Tribunal is as follows:

### Wages

1. The complaint of unauthorised deductions from wages is well founded. The Respondent made an unauthorised deduction from the Claimant's wages in the period July 2022 to 14 June 2023.
2. The Respondent shall pay the Claimant **£2,403.80** which is the gross sum deducted. The Claimant is responsible for any Tax or employee's National Insurance contributions due on the sum.

### Notice Pay

3. The complaint of breach of contract in relation to notice pay is well founded.
4. The Respondent shall pay the Claimant **£1,689.11** net as damages for breach of contract.

### Unfair Dismissal

5. The complaint of unfair dismissal is well founded. The Claimant was unfairly dismissed.
6. There was no chance that the Claimant would have been fairly dismissed by the Respondent in any event.

7. The Respondent shall pay the Claimant the following sums:-

- a. A basic award of: £ 1,320.00
- b. A compensatory award of: £ 500.00

**Section 207A Trade Union and Labour Relations (Consolidation) Act 1992**

8. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures and it is just and equitable to increase the awards payable to the Claimant under paragraphs 2 and 4 above by 15% in accordance with 207A Trade Union and Labour Relations (Consolidation) Act 1992.

9. Accordingly, the Claimant is awarded a further sum of **£613.94**.

**TOTAL AWARD**

10. The Total Award to the Claimant is **£ 6,526.85**

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Employment Judge Tynan

Date: 19 April 2024

Sent to the parties on: 14/05/2024

For the Tribunal Office

Note:

Reasons for the Judgment having been given orally at the Hearing, written reasons will not be provided unless a request was made by either party at the Hearing or 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](http://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 is likely to be payable in most but not all circumstances. 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/>