



EMPLOYMENT TRIBUNALS

Claimant: Ms Urzedowska

Respondent: Croydon Therapy 4 You (1) and Ms Pelczarska (2)

Heard at: Croydon ET in public by CVP
EJ Rea

On: 16 October 2022

Before:

Representation

Claimant: Ms M Inkin, lay representative

Respondent: Ms Pelczarska litigant in person

JUDGMENT

1. The Claimant was a “worker” within the meaning of section 230 of the Employment Rights Act 1996.
2. The Claimant worked under a worker contract with the Second Respondent who was her employer.
3. The Second Respondent made unauthorised deductions from the Claimant’s wages. The Second Respondent must pay the Claimant the sum of £2,077. The Claimant must account to HMRC for any income tax or National Insurance deductions owed.
4. The Second Respondent failed to provide the Claimant with a statement of written particulars of her worker contract. The Second Respondent must pay the Claimant the sum of £960, equal to two weeks' pay.
5. **The complaint in respect of holiday pay is well-founded. The Second Respondent failed to pay the Claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.**
6. **The respondent shall pay the Claimant £1,824 in lieu of 19 days ‘holiday pay. The Claimant must account to HMRC for any income tax or National Insurance deductions owed.**

_____ EJ Rea _____

Employment Judge

18th June 2024

FOR THE TRIBUNAL OFFICE

P Wing

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.