



EMPLOYMENT TRIBUNALS

Claimant: Ms. N. Ndukwe

Respondent: Rainbow Outreach and Healthcare Solutions Limited

Heard at: Newcastle Civil and Family Courts and Tribunal Centre via CVP

On 21 November 2024

Before: Employment Judge T.R. Smith

Representation

Claimant: Ms. George- Kalu (representative)

Respondent: Ms. Mayhew-Hills (consultant)

JUDGMENT

1. The claimant's complaint of unlawful deduction from wages is well-founded and the tribunal declares accordingly and the respondent is ordered to pay the claimant £17041.45 forthwith. The payment is gross, section 62 of the Income Tax Earnings and Pensions Act 2003 is applicable.

2. The claimant's complaint of unlawful deduction from wages (non-payment of holiday pay) is well-founded and the tribunal declares accordingly and the respondent is ordered to pay the claimant £938.76 gross.

3.The claimant's complaint of unlawful deduction from wages, (non-payment of expenses) is not well-founded and is dismissed

Employment Judge **T.R.Smith**

Date 21 November 2024

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/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/>