



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Juliana Serrao

**Respondent:** NHS Professionals Limited

**Heard at:** London South (in public by video) **On:** 14 and 15 November 2024

**Before:** Employment Judge N Wilson  
A Sadler (non legal member)  
C Rogers (non legal member)

## Appearances

For the claimant: Ms Serrao (in person supported by Mr Stander)  
For the respondent: Ms Crawshaw Williams (counsel)

## JUDGMENT

1. The claims for unauthorised deduction of wages on 30 December 2022, 11 January 2023 and 18 January 2023 were not presented within the applicable time limit. It was reasonably practicable to do so. The claims for these unauthorised deductions are therefore dismissed. The Tribunal has found the deductions did not form part of a series of deductions with the last in the series being the alleged deduction made on 8 June 2023.
2. The claim for unauthorised deductions from wages made on 8 June 2023 (paid on 23 June 2023) is not well founded and is dismissed.
3. The consequential claim for unpaid annual leave relating to the unauthorised deduction of wages is therefore not well founded and is dismissed.
4. The complaint of being subjected to detriments for making a protected disclosure is not well founded and is dismissed.

**This decision was explained orally to the parties at the hearing.**

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All judgments and written reasons for the judgments (if provided) 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 parties in a case.

Under 62 (3) written reasons will not be provided unless they are asked for by any party at the Hearing itself or by a written request presented by any party within 14 days of the sending of the written record of the decision.

Employment Judge N Wilson  
Dated: 15 November 2024