



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss T Higham

v

Almond Tree Care Limited

Heard at: Norwich (in person)

On: 17 February 2025

Before: Employment Judge Postle

Appearances

For the Claimants: Mr J Higham, Father

For the Respondent: Mr J Herbert, Manager

JUDGMENT

1. The deduction of wages for the damage to the company Car was a lawful deduction authorised by the Claimant's contract of employment which had been signed.
2. There was an unlawful deduction of wages in respect of the alleged training costs which were the Claimant's standard induction for the Respondent employment and the Respondents are therefore Ordered to pay **£500** to the Claimant.

Approved by:

Employment Judge Postle

Date: 17 March 2025

Sent to the parties on: 20 March 2025

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For the Tribunal Office

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 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/>