



EMPLOYMENT TRIBUNALS

Claimant: Rebecca Meadows

Respondent: Secret Garden Café (Hull) Limited

Heard at: Newcastle Employment Tribunal (via CVP)

On: 14 March 2025

Before: Employment Judge L Robertson

Representation

Claimant: in person

Respondent: No attendance or representation

JUDGMENT

The judgment of the Tribunal is as follows:

Claim 2501661/2024

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in respect of the period worked or taken as annual leave between 27 April and 12 June 2024 inclusive.
2. The respondent shall pay the claimant **£1,740.16**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

Failure to provide a written statement of employment particulars

3. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with

Case No: 2501661/2024 and 2501665/2024

section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£492**.

Claim 2501665/2024

4. Claim 2501665/2024 is a duplicate of claim 2501661/2024. Judgment has been given in claim 2501661/2024 as set out above. Claim 2501665/2024 is therefore dismissed.

Employment Judge L Robertson

Date signed: 2 April 2025

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/>