



## EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Redfern-Jones  
**Respondent:** CoMc Contractors Ltd  
**Heard at:** By video  
**On:** 16 April 2025  
**Before:** Employment Judge S Moore

### Representation:

**Claimant:** In person  
**Respondent:** Did not attend

## JUDGMENT

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 21 October 2024 to 4 December 2024.
2. The respondent shall pay the claimant **£992.61** which is the gross sum deducted and **£249.08** in respect of employee pension contributions that were deducted and not paid into the claimant. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint of breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£390.00** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

5. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant **£1033.50**. The claimant is responsible for paying any tax or National Insurance.
7. 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 section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£780.00**.
8. **The total the respondent shall pay the claimant is £3445.19.**

Approved by:

**Employment Judge S Moore**

**16 April 2025**

JUDGMENT SENT TO THE PARTIES ON

29 April 2025

S Griffiths  
FOR THE TRIBUNAL OFFICE

