



EMPLOYMENT TRIBUNALS

Claimant: Debra Phipps
Respondent: Total Home Delivery Ltd
Heard at: East London Hearing Centre (via CVP)
On: 14 May 2025
Before: Employment Judge D Balroop

Representation

For the Claimant: In person
For the Respondent: No Attendance

JUDGMENT

Unlawful Deduction of Wages

1. The complaint of unauthorised deductions from wages is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages from 19 August to 17 September 2024
2. The Respondent shall pay the Claimant £1,274 which is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.

Holiday Pay

3. 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 6.5 holiday days accrued but not taken on the date the Claimant's employment ended.
4. The Respondent shall pay the claimant £676 which is the gross sum deducted. The Claimant is responsible for paying any tax or National Insurance.

Notice Pay

5. The complaint in respect of notice pay is well-founded. The Respondent did not give the Claimant 4 weeks' notice as is required by her contract. The Respondent shall pay the Claimant £1,092 which is the gross sum deducted. The Claimant is responsible for paying any tax or National Insurance.

Redundancy

6. The complaint in respect of redundancy is well-founded. The Respondent ceased carrying on the business for the purpose which the Claimant was employed which is dismissal by reason of redundancy. The Respondent did not give the Claimant 4 weeks' pay which is statutory Redundancy payment. The Respondent shall pay the Claimant £1,092 which is the gross sum deducted. The Claimant is responsible for paying any tax or National Insurance.

Remedy

7. The Respondent must pay the Claimant the sum of **£4,134**.

**Approved by
Employment Judge D Balroop
Dated: 14 May 2025**

Note

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

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/>