



EMPLOYMENT TRIBUNALS

Claimant: Mrs Y Moses

Respondent: Ingenia Resourcing and Recruitment Ltd

Heard at: Newcastle (by CVP)

On: 25 March 2025

Before: Employment Judge Gould

REPRESENTATION:

Claimant: In person

Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is as follows:

Notice Pay

1. The complaint of unlawful deduction from wages in relation to notice pay is well-founded.
2. The respondent shall pay the claimant £535.66. 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.

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 holidays accrued but not taken on the date the claimant's employment ended.

4. The respondent shall pay the claimant £1275.73. The claimant is responsible for paying any tax or National Insurance.

Unlawful deduction from wages - Employee Pension Contributions

5. The complaint of unauthorised deductions from wages is well-founded. The respondent made a series of unauthorised deductions from the claimant's wages in the period 1 October 2024 to 30 November 2024 by deducting employee pension contributions and failing to pay the same into the claimant's pension. The following unauthorised deductions were made:
 - a. £71.20, during the period 1 October 2024 to 31 October 2024;
 - b. £71.20, during the period 1 November 2024 to 30 November 2024.
6. The respondent shall pay to the claimant £142.40.

Unlawful deduction from wages - Employer Pension Contributions

7. The complaint of unauthorised deductions from wages is well-founded. The respondent made a series of unauthorised deductions from the claimant's wages in the period 1 October 2024 to 30 November 2024 by failing to pay the employer pension contributions to which the claimant was contractually entitled to the claimant's pension provider. The following unauthorised deductions were made:
 - a. £53.40, during the period 1 October 2024 to 31 October 2024;
 - b. £53.40, during the period 1 November 2024 to 30 November 2024.
8. The respondent shall pay to the claimant £106.80.

Employment Judge Gould

21 May 2025

Notes

1. 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.
2. 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.
3. 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/>