



EMPLOYMENT TRIBUNALS

Claimant: Ms S Ford
Respondent: The Vanity Clinic Limited
Heard at: Reading **On:** 28 April 2025
Before: EJ Milner-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:
 - a. 5 August 2023 to 31 March 2024, in that she was paid a wage which fell below the applicable national minimum wage at the time,
 - b. 1 April 2024 to 10 May 2024, in that she received no payment of wages for that period.
2. The respondent shall pay the claimant :
 - a. £8,341 in respect of wages due during the period 5 August 2023 and 31 March 2024 which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
 - b. £2,573 in respect of wages due during the period 1 April 2024 to 10 May 2024 which is the gross sum deducted. 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 £1,979 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 22.6 days of holiday accrued but not taken on the date the claimant's employment ended.
6. The respondent shall pay the claimant £1,884 in respect of accrued holiday. The claimant is responsible for paying any tax or National Insurance.

Approved by:

Employment Judge Milner-Moore
28 April 2025

JUDGMENT SENT TO THE PARTIES
ON 27 MAY 2025

FOR THE TRIBUNAL OFFICE

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. If written reasons are provided they will be placed online.

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/