



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Karen Baker

**Respondent:** Barton Blinds Limited

**Heard at:** Leeds (by CVP)

**On:** 6 June 2025

**Before:** Employment Judge Themistocleous

## Representation

**Claimant:** Ms Karen Baker, In person

**Respondent:** Did not attend

# JUDGMENT

1. The complaint of Unfair Dismissal pursuant to section 98 of the Employment Rights Act 1996 is well founded. The Respondent is ordered to pay the claimant £1558.18 as a basic award and £6349.61 as a compensatory award. The Recoupment Regulations apply to this judgment. The prescribed period for the purpose of the Recoupment Regulations is from 5 August 2024 until 20 January 2025 and the prescribed element amounts to £5849.61.
2. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 in relation to holiday pay is well-founded. The Respondent made an unauthorised deduction from the Claimant's pay in respect of 2 days accrued but untaken holiday in the 2024 leave year. The Respondent is ordered to pay to the Claimant the gross sum of £239.73 deducted from pay.
3. The complaints of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 in relation to wages is well-founded. The Respondent made an unauthorised deduction from the Claimant's pay in respect of the period 25 June 2024 to 12 July 2024 to the sum of £606.63 gross and for the period between 13 July 2024 and 4 August 2025 of £719.19 gross, both of which the Respondent is ordered to pay to the Claimant. In addition the Respondent made a further unauthorised deduction from the Claimant's pay on 31 July 2024 to the sum of £216 net, which the Respondent is also ordered to pay to the Claimant.

Employment Judge Themistocleous

Date 13 June 2025

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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**Recording and Transcription**

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>