



EMPLOYMENT TRIBUNALS

Claimant: Miss M Knapton

Respondent: A-Triangle Care Limited

Heard at: Manchester **On:** 1 – 3 September 2025

Before: Employment Judge Porter
(Sitting alone)

Representatives

For the claimant: In person

For the respondent: Ms Y Barlay, employment consultant

JUDGMENT

The judgment of the Tribunal is that:

1. The application by the respondent for an extension of time in which to present the Response is successful. The respondent is entitled to defend this claim on the grounds set out in its Amended Particulars of Response.
2. The claimant was dismissed and the effective date of termination was 30 November 2023.
3. The claim of unfair dismissal was presented in time. The tribunal has jurisdiction to hear that claim.
4. The claim for a series of unlawful deductions from wages relating to unpaid sick pay for the period ending 31 October 2023 was presented in time. The tribunal has jurisdiction to hear that claim.
5. The claim for unlawful deductions from wages relating to unpaid holiday pay for 2 August 2023 was presented out of time. The claimant makes

no application for an extension of time to present the claim. The tribunal has no jurisdiction to hear that claim, which is hereby dismissed.

6. The claimant was unfairly dismissed.
7. The respondent made an unlawful deduction from wages by failing to pay to the claimant sick pay from August 2023 to October 2023.
8. A remedy hearing shall take place by CVP on 10 December 2025 commencing at 10 am.
9. The claimant shall send to the respondent and to the tribunal by no later than 26 November 2025 an updated Schedule of Loss.

Approved by
Employment Judge Porter
Date: 4 September 2025

JUDGMENT SENT TO THE PARTIES ON

20 October 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.

Public access to employment tribunal decisions

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.

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/>