



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Pain

Respondent: LA's Community Care Ltd

Heard at Leeds by CVP

ON: 17 February 2026

BEFORE: Employment Judge Shulman

REPRESENTATION:

Claimant: In person

Respondent: Did not appear, was not represented and did not file a Response

JUDGMENT

1. The proper title of the respondent is LA's Community Care Ltd.
2. The Tribunal finds that the claimant was made redundant by the respondent and the respondent shall pay the claimant the sum of £1411.89 by way of a redundancy payment.
3. The respondent failed to make a notice payment to the claimant and the respondent is ordered to pay the claimant the sum of £1411.89.
4. The respondent made unauthorised deductions from payments in the sum of £2255.94.
5. The respondent shall pay the grand total of the above to the claimant in the sum of £5079.72 which are all payments being gross.

REASONS

1. **Claims**

- 1.1. Redundancy.
- 1.2. Notice pay.
- 1.3. Unauthorised deduction of wages.

2. **Issues**

The issues in this case relate to

- 2.1. Whether the claimant was made redundant.
- 2.2. Whether the claimant was entitled to notice pay in which case whether the respondent failed to pay her notice pay.
- 2.3. Whether the respondent made unauthorised deductions from wages.

3. **Facts**

The Tribunal having carefully reviewed all the evidence before it finds the following facts (proved on the balance of probabilities):

- 3.1. On 28 February 2025 the respondent ceased operations and the claimant was made redundant.
- 3.2. The claimant was entitled to three weeks' notice pay and was not paid.
- 3.3. The claimant was not paid wages for February and substantial part of March 2025.

4. **Remedy**

- 4.1. The claimant's weekly wage was £470.63 gross and she was employed for periods of three years. The multiplier is one and multiplying the gross weekly wage by three being three years service the redundancy payment is £1411.89.
- 4.2. The claimant was entitled to a week for every year that she worked making a total of three weeks and her weekly pay was £470.63 gross. She is therefore entitled to three weeks' notice at her gross weekly pay, the sum she is entitled to for notice being £1411.89.
- 4.3. The claimant was not paid for February 2025 and not paid for part of March 2025. She is owed £1313.93 for February and £942.01 for March, being a total by way of unauthorised deduction of wages in the sum of £2255.94.

4.4. The grand total owing by the respondent to the claimant is £5079.72.

J Shulman

Approved by Employment Judge Shulman

Date: 24 February 2026

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Sent to the parties on:

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For the Tribunal:

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Public access to employment tribunal decisions

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