



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms D Edassery Valappil Achuthan

**Respondent:** Signa Care Group Ltd

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

**On:** 9 - 11 March 2026

**Before:** Employment Judge Childe

## REPRESENTATION:

**Claimant:** Mr K B Kumaran Nair (claimant's brother-in-law)

**Respondent:** Ms Hatch (Counsel)

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is not well-founded and is dismissed.
2. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the periods:
  - a. 19 October 2024.
  - b. 26 October 2024.
  - c. 13 November 2024.
3. The respondent shall pay the claimant **£284.85**, which is the gross sum deducted and is a figure agreed between the parties. The claimant is responsible for the payment of any tax or National Insurance.
4. The complaint that the respondent breached the claimant's contract by:

- a. failing to pay the claimant for a day's induction training in November 2023;  
and
- b. deducting £53 for the cost of a DBS check in December 2023,

is agreed by the respondent. The respondent shall pay to the claimant **£78.15**, which the parties agree is the correct figure of compensation for the breach of contract.

5. The claim that the respondent breached the claimant's contract by, in January 2024 pressuring the claimant to purchase a car which cost her £2,600, is not well founded and is dismissed.
6. The claim that the claimant was in breach of the Working Time Regulations 1998 is not well founded and is dismissed.

**Approved by:  
Employment Judge Childe  
11 March 2026**

**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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