



EMPLOYMENT TRIBUNALS

Claimant: Ms Nahwere; Ms Naturinda

Respondent: Savannah Care Limited

Heard at: London South (by CVP)

On: 23 July 2026

Before: Employment Judge Rice-Birchall

Representation Claimants: in person

Respondent: RNR

JUDGMENT

Ms Nahwere

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages from April 2025 until September 2025.
2. The respondent shall pay the claimant **£1311.92** which is the net sum deducted in respect of arrears of pay.
3. The respondent shall also pay to the claimant **£238.98** which is the gross sum deducted in respect of an underpayment of the national minimum wage.

Holiday Pay

4. 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 holidays accrued but not taken on the date the claimant's employment ended.
5. The respondent shall pay the claimant **£1258.80**. The claimant is responsible for paying any tax or National Insurance.

Protected disclosure

6. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.

Unfair Dismissal

7. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
8. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
9. The respondent shall pay the claimant the following sums:
 - a. A basic award of **£1144.36**.
 - b. A compensatory award of **£19567.36**.**Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.
10. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Ms Naturinda

Wages

1. The complaint of unauthorised deductions from wages is wellfounded. The respondent made an unauthorised deduction from the claimant's wages.
2. The respondent shall pay the claimant **£1739.30**, which is the net sum deducted.

Holiday Pay

3. 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 holidays accrued but not taken on the date the claimant's employment ended.
4. The respondent shall pay the claimant **£1201.83**. The claimant is responsible for paying any tax or National Insurance.

Redundancy

5. The claimant's claim for a redundancy payment is dismissed on withdrawal.

Unfair Dismissal

6. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
7. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 10 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
8. The respondent shall pay the claimant the following sums:
 - b. A basic award of **£1092.58**.
 - c. A compensatory award of **£12155.78**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

56. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:

Employment Judge Rice-Birchall

23 July 2026

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/