



# EMPLOYMENT TRIBUNALS

**Claimant** Mrs H Kerridge

**Respondent** Miss Jane Blenkins

**Heard at:** Exeter

**On:** 8 August 2019

**Before:**  
**Employment Judge** Goraj

## Representation

**Claimant:** in person

**The Respondent:** did not attend

## JUDGMENT

### The JUDGMENT of the tribunal is that: -

1. The Claimant was an employee of the Respondent between 7 January 2019 and 26 February 2019.
2. The Respondent has made unlawful deductions from the Claimant's pay for January and February 2019 in the total sum of £5,055 gross (as set out in the Schedule below) in breach of section 13 of the Employment Rights Act 1996. The Claimant is therefore awarded and the Respondent is ordered to pay to her the sum of £5,055 in respect of such unlawful deductions.
3. The Claimant's contract of employment was terminated without notice in breach of contract and the Respondent is ordered to pay to the Claimant the sum of £2,422 net in damages (as set out in the Schedule below) in respect of such breach of contract.
5. The Claimant is therefore awarded and the Respondent is ordered to pay to the Claimant the total sum of £7,477 (£5,055 +£2,422 = £7,477).

**The Schedule**

1. Unlawful deductions in January 2019 (3 x gross weekly salary of £865 = £2,595 - £500 (received from the Respondent) = £2,095.
2. Unlawful deductions in February 2019 (4 x gross weekly salary of £865 = £3,460 - £500 (received from the Claimant) = £2,960.
3. Notice entitlement – 4 weeks x £865 gross per week = £3,460 less 30% for tax and national insurance = £2,422 net.

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Employment Judge Goraj  
Date: 13 August 2019