



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Ayub
Respondent: Koala Nursery Limited

AT A HEARING

Heard at: Leeds by CVP video conferencing **On:** 15th and 16th March 2022
Before: Employment Judge Lancaster
Members: SD Sharma
L Priestley

Representation

Claimant: In person
Respondent: Mr A Naqeeb, director

JUDGMENT

1. The Respondent has made unauthorised deductions from the Claimant's wages by not paying her for the 17 days worked in June 2021, at the rate of 5 hours per day at £9.56 per hour without any permissible deductions for alleged overpayment.
2. The Respondent is ordered to pay the Claimant compensation in the sum of £812.60 gross.
3. The Respondent has made unauthorised deductions from the Claimant's wages by not paying her for the 4 week notice period, which she was not required to work, from 23rd June, at the rate of 25 hours per week at £9.56 per hour without any permissible deductions for alleged overpayment.
4. The Respondent is ordered to pay the Claimant compensation in the sum of £956.00 gross.
5. The claim for unauthorised deduction from wages in respect of accrued holiday pay is dismissed.
6. The total award of compensation for unauthorised deductions from wages is therefore £1768.60 gross.

7. The Respondent is ordered to pay to the Claimant an additional award of 4 week's pay, £956.00, pursuant to section 38 of the Employment Act 2002, because no written statement of terms and conditions of employment which is compliant with Part I of the Employment Rights Act 1996 has ever been provided.
8. The claim of discrimination because of pregnancy is dismissed.

EMPLOYMENT JUDGE LANCASTER

DATE 16th March 2022

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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