



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Miss E Taylor
Respondent: Ms A Burns (trading as Niche Hairdressing)
Heard at: Newcastle Hearing Centre (by CVP) **On:** 20 December 2024

Before: Employment Judge Morris (sitting alone)

Representation:

Claimant: Miss K Taylor, the claimant's sister

Respondent: In person

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. By consent, the correct name of the respondent is as shown above and any necessary corrections are made without the need for re-service.
2. As a consequence, Amy Burns, who was previously named as the second respondent to these proceedings, is removed from these proceedings.
3. The claimant's complaint under section 23 of the Employment Rights Act 1996 that the respondent made unauthorised deductions from her wages contrary to section 13 of that Act is well-founded in that, on occasions:
 - a. she did not pay the claimant in full in respect of her contractual hours of 30 hours each week; and
 - b. she did not pay the claimant at the correct apprentice rate of the National Minimum Wage to which she was entitled.
4. In respect of the above unauthorised deductions referred to at paragraph 2a above, the respondent is ordered to pay to the claimant the sum of £1,079.92.
5. In respect of the above unauthorised deductions referred to at paragraph 2b above, the respondent is ordered to pay to the claimant the sum of £228.54.

6. Each of the above sums has been calculated by reference to the claimant's gross wage and any liability to income tax or employee's National Insurance contributions shall be the liability of the claimant alone.
7. The respondent's response to the claimant's complaint that she did not pay her at the correct apprentice rate of the National Minimum Wage to which she was entitled had no reasonable prospect of success. In accordance with rules 74 to 84 of the Employment Tribunals Rules of Procedure 2013 I therefore make a preparation time order that the respondent must pay to the claimant the sum of £123.00.

**EMPLOYMENT JUDGE MORRIS
JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 22 December 2024**

Notes

Video hearing

This was a remote hearing, which had not been objected to by the parties. It was conducted by way of the Cloud Video Platform as it was not practicable to convene a face-to-face hearing, no one had requested such a hearing and all the issues could be dealt with by video conference.

Reasons

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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