



# EMPLOYMENT TRIBUNALS

**Claimants:** Ms E Gillespie (1)  
Ms J Chrisp (2)  
Ms E Hardy (3)  
Ms K Winter (4)

**Respondent:** Miracle Centre Limited  
(t/a Miracle Care Centre)

**Heard at:** Newcastle Upon Tyne    **On:** 8 & 9 April 2024

**Before:** Employment Judge O'Dempsey

## Representation

Claimant: Hickin (Counsel)

Respondent: Katz (Litigation Consultant)

# JUDGMENT

The Claimants' claims succeed and declarations are made in the following respects, and compensation is ordered in the following sums:

Claimant	Failure to provide written particulars/particulars of changes1 and 4 Employment Rights Act 1996 (ERA) and Section 38, Employment Act 2002	Breach of contract (s 86 ERA notice rights)	Unauthorised and unnotified deductions from wages (s 12 & 13 ERA)	Holiday pay outstanding at termination, regulation 14 Working Time Regulations 1998 and s 13 ERA	Unauthorised deductions from wages (cancellation fee payments and failure to pay team leader rate)
Gillespie (1) (Total: 2180.60)	1500	375	99.35	156.25	50
Chrisp (2) (Total: 4303.53)	2400	600	763.93	489.60	50

**Case No: 2501634/2023 & Others**

Hardy (3) (Total: £2548.38)	1200	0	0	1186.80	161.58
Winter (4) (Total: £3494.30)	1268.80	317.20	1380.14	400.16	128

**Case Number**

2501634/2023

2501635/2023

2501636/2023

2501637/2023

**Claimant Name**

Ms Elaine Gillespie

Ms Jacqueline Chrisp

Ms Emma Hardy

Ms Kate Winter

Employment Judge O'Dempsey

Date 11 April 2024

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or 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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