



Case Number: 2206296/2016

Reserved Judgment

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Miss S M Ospina Zapata

Carewatch Care Services Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 15-16 December
2016; 19 December
2016 (in chambers)

BEFORE: Employment Judge A M Snelson

MEMBERS: Mr D Carter
Mr G Bishop

On hearing the Claimant in person and Mr Paman Singh, solicitor, on behalf of the Respondents, the Tribunal unanimously adjudges that:

- (1) The Claimant's complaint of unfair dismissal under the Employment Rights Act 1996 ("the 1996 Act"), s98 is well-founded.
- (2) The Claimant's complaint of unfair dismissal under the 1996 Act, s104 is not well-founded.
- (3) The Claimant's complaint of wrongful dismissal is well-founded.
- (4) The Claimant's complaint under the 1996 Act, ss92 and 93 of unreasonable failure to provide written reasons for dismissal is not well-founded.
- (5) The Claimant's complaints of unauthorised deductions from wages (in respect of unpaid wages and holiday pay) are well-founded and the Respondents are ordered to pay to her in respect thereof the total sum (agreed as a figure) of £1,432.09.
- (6) The Claimant's complaints under the Equality Act 2010, ss9, 13 and 39(2)(c) and (d) of race discrimination are not well-founded.

Employment Judge Snelson
11 January 2017