



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Palmer

**Respondents:** (1) Birmingham Community Healthcare NHS Foundation Trust  
(2) University Hospitals Birmingham NHS Foundation Trust

**Heard:** By Cloud Video Platform – Midlands West

**On:** 27 March 2024

**Before:** Employment Judge Faulkner (sitting alone)

**Representation:**

**Claimant** – in person

**First Respondent** – Miss J Whiteley (Solicitor Advocate)

**Second Respondent** – Mr K Zaman (Counsel)

## PUBLIC PRELIMINARY HEARING - JUDGMENT

1. The Tribunal does not have jurisdiction to hear the Claimant's complaint of unauthorised deductions from wages against the Second Respondent as it was not at the relevant times her employer.

2. The Tribunal does not have jurisdiction to hear the Claimant's complaint of unauthorised deductions from wages against the First Respondent as the deductions in question fell within section 14(3) of the Employment Rights Act 1996, exempting them from the provisions of section 13.

3. In any event, the complaint of unauthorised deductions from wages has no reasonable prospect of success.

4. The Claim is therefore struck out in its entirety.

*Note: This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was video.*

Employment Judge Faulkner  
Date: 27 March 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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>