



EMPLOYMENT TRIBUNALS

Claimant: Mrs. J. Chadwick

Respondents: 1. Aspire Home Carers (Ramsgate) Limited,
2. Aspire Home Carers Limited (In Creditors Voluntary Liquidation)

Heard at: London South Employment Tribunal

On: 23rd September 2024

Before: Employment Judge Sudra (sitting alone)

Appearances

Claimant: In Person (unrepresented)

Respondent: Failed to Attend

JUDGMENT

The Claimant's claims of constructive unfair dismissal (s.95(1)(c) Employment Rights Act 1996 ('ERA')) is well founded and is upheld.

The Claimant's claim of unauthorised deductions from wages (s.13 ERA) is well founded and is upheld.

The Claimant's claim of breach of regulation 13 of the Working Time regulations 1998 in relation to outstanding holiday pay is well founded and is upheld.

1. The Claimant is awarded:

- (i) £7,716.00p (basic award)
- (ii) £14,679.06p (compensatory award)
- (iii) £7,211.54p (unauthorised deductions from wages)
- (iv) £3,028.25p (unpaid accrued holiday pay)

2. The Respondent must pay the Claimant the sum of, **£32,635.45p** (thirty two thousand six hundred and thirty five pounds and forty five pence) within 14 days of the date this judgment is sent to the parties.

Employment Judge Sudra

Date: 24th September 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.