



EMPLOYMENT TRIBUNALS

Claimant: Ms Kaneez Zahra and 9 Others
Respondent: CCS Homecare Services Ltd
Heard at: Watford ET (in person) **On:** 11-14 March 2024
Before: Employment Judge Bedeau

Appearances

For the claimants: Mr A Rhodes, Counsel
For the respondent: Mr P Collyer, Employment Consultant

JUDGMENT

1. It is declared that it is a term in the claimants' contracts of employment with the respondent that they would be paid on the basis of having worked a full shift term except for statutory breaks.
2. The claims of unauthorised deductions from wages are well-founded.
3. The claims of accrued unpaid wages are well-founded.
4. The claimants are awarded compensation in accordance with the agreed Schedule below:

AGREED SCHEDULE OF LOSSES

NAME	DEDUCTION FROM WAGES	HOLIDAY PAY	TOTAL LOSSES
ASIF AHMED	£926.49	£111.83	£1038.32
FARDUS HASSAN	£255.31	£30.82	£286.13
GURPRIT KAUR	£146.86	£17.73	£164.59
GHAZALA ASGHAR	£320.54	£38.69	£359.23
PETRONA BUCKHAM	£356.40	£43.02	£399.42
CHAUDHRY SOHAIL	£125.01	£15.09	£140.10
MICHELLE BARRELL	£534.18	£64.48	£598.66
MARYAM SHARIF	£899.03	£108.51	£1007.54
KANEEZ ZAHRA	£533.30	£64.37	£597.67
SAWRAN GILL	£156.14	£18.85	£174.99

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Employment Judge Bedeau

14 March 2024

Date signed

Sent to the parties on:

.....05/05/2024.....

For the Tribunal Office:

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Note:

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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.