



EMPLOYMENT TRIBUNALS

Claimant: Ms Laura Pople

Respondent: Mrs Leanne Newman-Ford (t/a "Shear Divine")

Heard at: Cardiff **On:** 28 & 29 November 2024

Before: Employment Judge S Jenkins

Representation

Claimant: In person

Respondent: Ms E Cho (Litigation Consultant)

JUDGMENT

1. The Claimant's complaint of unfair dismissal fails and is dismissed.
2. The Respondent failed to give the Claimant written itemised pay slips as required by section 8 of the Employment Rights Act 1996.
3. The Respondent made unnotified deductions from the Claimant's pay totalling £58.10, and the Respondent is ordered to pay that sum to the Claimant.
4. Whilst the Respondent failed to provide the Claimant with a written statement of employment particulars pursuant to section 1 of the Employment Rights Act 1996, the legislation catering for the increase of awards in respect of such a failure where a claimant has been successful, section 38 of the Employment Act 2002, only applies in relation to claims listed in Schedule 5 of that Act. Schedule 5 does not apply to claims in respect of written itemised payslips, and therefore no increase to reflect the Respondent's failure to provide a written statement of initial employment particulars fell to be made.

Employment Judge S Jenkins
Date: 29 November 2024

JUDGMENT SENT TO THE PARTIES ON

06 December 2024

Katie Dickson
FOR THE TRIBUNAL OFFICE

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.

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/>