



Case Number 1300997/2021  
Type V

# EMPLOYMENT TRIBUNALS

BETWEEN  
AND

Claimant  
Miss R Hogben

Respondent  
First Blue Health  
Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham ON 19 & 20 May 2022

EMPLOYMENT JUDGE GASKELL

### Representation

For the Claimant: Mr R Tucker-Brown (Lay Representative)  
For the Respondent: Mr F Hussain (Solicitor)

## JUDGMENT

The Judgement of the tribunal is that:

- 1 The claimant's claim for unlawful deductions from her wages contrary to Section 13 of the Employment Rights Act 1996 is well-founded and, pursuant to Section 24 of that Act, the respondent is ordered to pay to the claimant the sum of £2004.95.
- 2 Pursuant to Sections 48 and 49 of the Employment Rights Act 1996, the claimant's claim for protected disclosure detriment is not well-founded and is dismissed.
- 3 The claimant was not dismissed by the respondent. Her claim for unfair dismissal, pursuant to Sections 94, 95, 98, and 103A of the Employment Rights Act 1996 is not well-founded and is dismissed.
- 4 Pursuant to Rules 74 - 84 of the Employment Tribunals Rules of Procedure 2013, the claimant's application for a preparation time order is refused.

- 5 Pursuant to Rules 74 - 84 of the Employment Tribunals Rules of Procedure 2013, the respondents application for costs is refused.

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Employment Judge Gaskell  
20 May 2022

**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.