



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Birch  
**Respondent:** Imagine Housing CIC

**Heard at:** Leeds Employment Tribunal (by CVP)  
**Before:** Employment Judge Deeley

**On:** 6 March 2024

**Representation**  
**Claimant:** represented herself  
**Respondent:** did not attend

## JUDGMENT

1. The Tribunal declares that the claimant has suffered unauthorised deductions from wages under s13 of the Employment Rights Act 1996 of £31.73 gross, relating to three hours that she worked but was not paid for by the respondent on 6 September 2023.
2. The claimant's complaint that she was dismissed in breach of contract, without notice pay or pay in lieu of notice, is upheld. The claimant is awarded £423.08 gross in damages for breach of contract.
3. The total payment by the respondent to the claimant is therefore £454.81 gross.

# NOTES

1. The respondent did not attend this morning's hearing. The clerk to the Tribunal telephoned the respondent and spoke with them, however they confirmed that they would not be attending the hearing.
2. The respondent's accepted in the response to the claim that the claimant worked for them for around 3 hours on 6 September 2024.
3. Mrs Birch provided the Tribunal during this hearing with a copy of the email from the respondent attaching her contract of employment.
4. The Tribunal has calculated the gross amounts awarded as set out below:  
£22,000 salary per annum divided by 52 weeks = £423.08 per week  
£423.08 per week divided by 40 hours per week = £10.58 per hour

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**Employment Judge Deeley**  
**6 March 2024**

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

Oral reasons for this judgment were provided to the parties at the conclusion of the hearing. The parties may request written reasons for judgment within 14 days of the date on which this judgment is sent to them.