



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Stephens  
**Respondent:** Arnold Home Care Limited  
(company number 13462712)

**Heard at:** Tribunals Hearing Centre, 50 Carrington Street, Nottingham,  
NG1 7FG

**On:** 2 November 2022

**Before:** Employment Judge Adkinson sitting alone

## Appearances

**For the claimant:** Ms S Crawshay-Williams, Counsel

**For the respondent:** No attendance

## JUDGMENT

UPON hearing from Counsel for the claimant

AND UPON the respondent failing to present a response and therefore being barred from taking part in the proceedings without permission

AND UPON the respondent not seeking permission to take part

AND UPON considering the evidence presented to the Tribunal

AND PURSUANT to **rule 21** of the Tribunal's rules

IT IS DECLARED AND ORDERED THAT

1. The respondent has made the following unauthorised deductions from the claimant's wages and so must pay to the claimant the following sums:
  - 1.1. In respect of wages owed but not paid, the sum of £1,384.84 gross, and
  - 1.2. In respect of pension contributions owed but not paid, the sum of £5,110.76 gross;
2. The respondent has failed to pay to the claimant holiday pay to which she was entitled and so must pay to the claimant the sum of £276.97 gross;
3. The respondent constructively unfairly dismissed the claimant and so must pay to the claimant the following sums

- 3.1. A basic award of £2,176,
- 3.2. Compensation for consequential loss of earnings of £17,152.42,  
and
- 3.3. Compensation for loss of statutory rights of £500.

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Employment Judge Adkinson

Date: 2 November 2022

JUDGMENT SENT TO THE PARTIES ON

4 November 2022.

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.

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