



Case Number: 6003057/2024

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Miss R Hazra and
Respondent: Chrysalis Connect Limited
SITTING AT: London Central Employment Tribunal
ON: 21 August 2024
BEFORE: Employment Judge G Smart

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing for the Claimant and no attendance from the Respondent:

1. The Claimant was a worker within the meaning of s230 Employment Rights Act 1996. However, the Claimant was not an employee of the Respondent.
2. The Claimant's claim for unpaid wages in breach of s13 Employment Rights Act 1996 for the months of January 2024, February 2024 and March 2024 succeeds.
3. The Respondent unlawfully deducted the Claimant's wages by not paying her for 182.5 hours of work at a gross rate of £10.90 per hour for those months.
4. 182.5 hours of work at £10.90 per hour = £1,989.25 gross. The Respondent is therefore ordered to pay to the Claimant £1,989.25 as unpaid wages.
5. It is likely that the wages above are chargeable to income tax. When paid, if tax is not deducted at source by the Respondent, the Claimant was requested to account for any income tax to HMRC and she has agreed to do so.

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both 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 parties. 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/>

EMPLOYMENT JUDGE SMART
21 August 2024

Judgment sent to the parties on

23 August 2024

.....

For the Tribunal Office

.....

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both 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 parties. 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/>