



# EMPLOYMENT TRIBUNALS

**Claimant**

v

**Respondent**

Ms B Kassa

The Holding Company Limited

**Heard at:** Watford

**On:** 6 December 2017

**Before:** Employment Judge Wyeth

## **Representation**

**For the Claimant:** Miss V Bell (FRU representative)

**For the Respondent:** Mr B Watson (Legal Consultant)

## **JUDGMENT**

1. The claimant was unfairly dismissed.
2. Had the claimant not been unfairly dismissed the claimant's employment would have terminated in any event by 3 November 2016 and accordingly any compensatory award for unfair dismissal should be reduced to nil.
3. The respondent is ordered to pay the claimant the agreed sum of **£178.26** being the balance of the basic award for unfair dismissal (after deduction of the statutory redundancy payment already made to the claimant of £367.43).
4. The claimant's employment was terminated in breach of contract.
5. The respondent is ordered to pay the claimant the agreed net sum of **£409.20** representing a further three weeks' notice beyond the one week's notice actually given to the claimant.
6. In accordance with s38 Employment Act 2002 the respondent is ordered to pay the claimant the agreed sum of **£545.60** being a further four weeks' pay for failing to provide the claimant with written particulars of employment.
7. The respondent is to pay to the claimant the sum of **£41.93** being the balance of holiday pay due to her upon termination of her employment.

8. For the avoidance of doubt, the respondent is ordered to pay to the claimant all the amounts set out above which form a grand total of **£1,174.99**.

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**Employment Judge Wyeth**  
**Date: 19 December 2017**

Sent to the parties on:

.....19 December 2017.....

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For the Secretary to the Tribunals