



EMPLOYMENT TRIBUNALS

Claimant: Miss N Keane

Respondent: Jardine Energy Services Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross/net sum of **£11,180.70**.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £1,059.51 + £264.88 (25% ACAS uplift) = **£1324.39**
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£392.04 for holiday pay**.
4. The respondent dismissed the claimant unfairly and is ordered to pay the claimant a grand total of **£20,146.55 in compensation for unfair dismissal**, made up as follows:

Basic Award:	£ 4,401.00
Compensatory Award:	£12,596.44
ACAS uplift on compensatory award:	£ 3,149.11
5. The hearing listed on **13 April 2018** is cancelled.

Employment Judge Brown

22 February 2018