



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Tasnier
Respondent: Hambridge Kitchens Limited
Heard at: Bristol
On: 4 April 2018
Before: Employment Judge C H O'Rourke

Representation
Claimant: Mr M Blitz (Counsel)
Respondent: No attendance or representation

REMEDY JUDGMENT

1. Subject to s.207A of the Trade Union and Labour Relations (Consolidation) Act 1992, the Respondent failed unreasonably to comply with the ACAS Code of Practice on disciplinary procedures and it is considered therefore just and equitable to uplift the award for unfair dismissal by 25%.
2. The Respondent is ordered to pay to the Claimant the total net sum of £18,992.75, as set out in the attached schedule.

Employment Judge O'Rourke

Date: 4 April 2018

JUDGMENT SENT TO THE PARTIES ON

11th April 2018

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FOR THE TRIBUNAL OFFICE

Remedy Schedule (All figures net)**Unfair Dismissal**

<u>Basic Award</u> – 25.5 weeks @ £209.31 per week	£5337.41
Uplift of 25%	<u>£1334.35</u>
	£6671.76

Compensatory Award**Prescribed Element**

Loss of earnings from EDT to date of hearing 28 July 2017 to 4 April 2018 – 36 weeks @ £202.30 p.w.	£7282.80
<u>Less</u> earnings for same period	(£1188.00)
Sub-total	£6094.80
Uplift of 25%	£1523.70
Total Prescribed Element	£7618.50

Non-Prescribed Element

Future loss of 16 weeks @ £202.30 p.w.	£3236.80
Loss of Statutory Rights	£ 418.20
Sub-total	£3655.00
<u>Less</u> likely future earnings	(£ 864.00)
Sub-total	£2791.00
Uplift of 25%	£ 697.75
Total Non-Prescribed Element	£3488.75

Grand Total Unfair Dismissal Award **£17779.01**

Holiday Pay

7 days @ £67.43 per day **£ 472.01**

Unlawful Deduction from Wages

11 days @ £67.43 per day **£ 741.73**