



EMPLOYMENT TRIBUNALS

Claimant: Miss H Sanders

Respondent: Davyhulme Nursery Limited

Heard at: Manchester

On: 24 April 2018

Before: Employment Judge Sharkett
(sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr M Cameron, Consultant

JUDGMENT

The judgment of the Tribunal is that:

1. The principle reason for the claimant's dismissal was that she exercised her statutory right to take dependent leave under section 57A Employment Rights Act 1996
2. Such dismissal was automatically unfair and the claimant's claim of unfair dismissal succeeds.
3. The Respondent is ordered to pay to the claimant by way of compensation the gross sum of £3398.45, (the claimant will be responsible for accounting to HMRC for any personal liability she has for payment of tax or national insurance on that amount)
4. The respondent concedes that the claimant was dismissed without notice or payment in lieu of notice. The respondent is ordered to pay to the claimant the sum of £308.95 as payment in lieu of notice not given.

5. The total monetary award made is £3697.40

Employment Judge Sharkett

Date: 4 May 2018

JUDGMENT AND REASONS SENT TO THE PARTIES ON

25 May 2018

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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 claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): 2423990/2017

Name of Miss H Sanders v Davyhulme Nursery
case(s): Limited

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 25 May 2018

"the calculation day" is: **26 May 2018**

"the stipulated rate of interest" is: 8%

MR I STOCKTON
For the Employment Tribunal Office