



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

AND

MRS SOPHIE BULLIVANT

MATHEW JAMES DESIGNER
HAIR COMPANY LIMITED
(IN LIQUIDATION)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: Birmingham

ON: 24 & 25 January 2018

EMPLOYMENT JUDGE Algazy QC

Representation

For the Claimant: Mr M. Blitz - Counsel

For the Respondent: No attendance or representation

JUDGMENT

1. The Claimant was unfairly dismissed and is entitled to a basic award of **£2,934.00.**
2. The Claimant was wrongfully dismissed in that she was not paid for the period of notice due and is entitled to net loss of earnings assessed at **£4783.62.**
3. The Claimant is owed payment for 11.75 days accrued but untaken annual leave at £ **139.36** per day amounting to £ **1637.55** according to Regulation 16 of the Working Time Regulations 1998 to which the Claimant became entitled on 28 December 2017.
4. The Respondent has unreasonably failed to follow the relevant ACAS code and the Tribunal uplifts the above awards, but not the basic award, by 25 %, amounting to £ **1605.29**
5. The Respondent must therefore pay the Claimant the total of **£10,960.46**

Oral reasons were given on 25 January 2019 and the parties were, and are, reminded of Rule 62(3), Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 regarding written reasons not being produced unless requested in accordance with Rule 62 (3).

Employment Judge Algazy QC

On **25th January 2019**