



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J Byrne  
**Respondent:** Rumagin Limited  
**Heard at:** Ashford  
**On:** February 2018  
**Before:** Employment Judge Pritchard

**Representation**  
**Claimant:** Miss E Sole, counsel  
**Respondent:** No appearance

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. 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:

**£1,431.28 net**

2. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of:

**£ 790.49 gross**

3. The respondent sexually harassed the claimant and the respondent is ordered to pay compensation to the claimant (£1,000 in respect of injury to feelings plus interest of £50.85) in the sum of:

**£1,050.85**

4. The respondent failed to comply with the ACAS Code of Practice 2015 and compensation is accordingly increased by:

**£ 818.16.**

5. The total compensation/damages payable to the claimant is accordingly

**£ 4,090.78**

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6. The claimant's claim for unpaid wages is dismissed upon withdrawal.
7. The claimant's claim that the respondent failed to provide her with a written statement of employment particulars is dismissed upon withdrawal.
8. The respondent is further ordered to pay costs to the claimant in the sum of:

**£ 1,731.77**

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Employment Judge

Date 20 February 2018

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.