



EMPLOYMENT TRIBUNALS

Claimant: Mrs J K Carlisle

Respondents: 1. Paul Darren Haynes t/a The Black Swan
2. Mr Andy Ford & Miss Claire Chapman t/a The Black Swan
3. Yew Estates Ltd

Heard at: Leicester

On: 17 January 2019

Before: Employment Judge Ahmed (sitting alone)

Representation
Claimant: Mr S Crawford of Counsel
Respondents: No appearance or representation

JUDGMENT

The Judgment of the Tribunal is that the First, Second and Third Respondents are jointly and severally liable in these proceedings and are ordered to pay to the Claimant damages and compensation as follows:

1. Compensation for unfair dismissal of £7,450.00 net as set out in the schedule below.
2. Damages for breach of contract of £900.00 net.
3. A sum for an unlawful deduction of wages in respect of unpaid salary between 28 July 2017 and 26 September 2017 totalling £1,012.50 net.
4. A sum for an unlawful deduction of wages for holiday pay of £225.00 net.
5. Compensation for failure to inform and consult under Regulations 13 of the Transfer of Undertaking (Protection of Employment) Regulations 2016 totalling £1,462.50 net.
6. Compensation for failure to provide particulars of employment contrary to section 1 of The Employment Rights Act 1996 and pursuant to section 38 of The Employment Act 2002 of £450.00 net.

7. An uplift of the compensatory award to failure to comply with the ACAS Code of Practice of 25% of £1,525.00 net.

Schedule referred to in paragraph 1 above

Basic award	£1,350.00
Compensatory award	£6,100.00
TOTAL	<u>£7,450.00</u>

Employment Judge Ahmed
Date: 22 February 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

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