



EMPLOYMENT TRIBUNALS

Claimant: Ms J Van-Eda
Respondent: Brigantia Limited

Heard at: Leeds **On:** 26th and 27th March 2018
Before: Employment Judge Lancaster

Representation

Claimant: In person
Respondent: Ms C Widdett, counsel

JUDGMENT

1. By consent it is declared that the Claimant was unfairly dismissed.
2. The Respondent is ordered to pay to the Claimant compensation calculated as follows:
 - 2.1 Basic Award (5 years continuous service all above the age of 41: 7 ½ weeks pay @ £323.07 gross per week) £2,423.03
 - 2.2

26 weeks loss of earnings @ £281.67 net per week	£7,323.42	
Loss of statutory rights	£300.00	
Loss of company car (26 weeks @ £50.00 per week)	£1,300.00	
Employer's pension contributions @ 5 per cent	£366.28	
Less:		
Sums earned in alternative employment (13 weeks @ £184.61 per week)	£2,399.93	
Ex gratia payment (£2,039.38 less tax/NI £395.00 less £450.00 deducted)	£1,194.38	
		<u>£5,695.28</u>
 - 2.3 Increase on the compensatory award of 25 per cent because of the unreasonable failure to comply with ACAS Code of Practice £1,423.82
 - 2.4 Additional award of 2 weeks' pay by reason of the failure to provide a written statement of the terms and conditions of employment £646.14
 - 2.5 The total amount of compensation ordered to be paid to the Claimant is therefore £10,188.27

Case: 1807045/2017

Note

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

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.

EMPLOYMENT JUDGE LANCASTER

DATE 27th March 2018