



EMPLOYMENT TRIBUNALS

Claimant: Mrs N Pratt

Respondents: (1) Clough North Limited
(2) Zishan Zaman

Heard at: Sheffield **On:** 15 April 2019

Before: Employment Judge Maidment

Representation

Claimant: In person

Respondents: Did not attend and no appearances entered

JUDGMENT

1. The Claimant was employed by the Second Respondent.
2. All complaints against the First Respondent are hereby dismissed.
3. The Second Respondent has not entered a response (a response received on 11 February 2019 was rejected as it had been submitted late and did not include an application to extend time). The Tribunal therefore proceeded to issue Judgment in respect of the claims brought pursuant to Rule 21 of the Employment Tribunals Rules of Procedure 2013.
 - 3.1 The Claimant suffered unauthorised deductions from wages and the Second Respondent is ordered to pay to her the gross sum of £400.40.
 - 3.2 The Second Respondent failed to pay the Claimant in respect of the amount of holidays accrued but untaken as at the termination of her employment and is ordered to pay to the claimant the gross sum of £598.32.
 - 3.3 The Claimant was dismissed in breach of contract and the Second Respondent is ordered to pay to her damages in the sum of £2,861.04.
 - 3.4 The Claimant was unfairly dismissed and the Second Respondent is ordered to pay to the Claimant as compensation for unfair dismissal the sum

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of £8,628.80 (comprised of a basic award of £4,795.70 and a compensatory award of £3,833.10). The Claimant was not dismissed by reason of redundancy.

3.5 The Recoupment Regulations apply to this part of the award and:

3.5.1 The grand total is £8,628.80

3.5.2 The prescribed element is £1,573.52

3.5.3 The prescribed period is from 11 February to 15 April 2019

3.5.4 The excess of the grand total over the prescribed element is £7,055.28

Employment Judge Maidment

Date 15 April 2019

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.

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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.