



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mrs A Ayliffe

AND

Respondent
Doves Care and Support Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON 24 April 2019

EMPLOYMENT JUDGE Dimbylow

Representation

For the claimant: In person

For the respondent: Mr S Morris, Employment Law Consultant

JUDGMENT

1. By consent, the respondent is ordered to pay to the claimant compensation in the sum of £324.72 (net) for holidays accrued but not taken.
2. By consent, the respondent is ordered to pay to the claimant compensation in the sum of £894.09 (net) for unlawful deductions from wages during the month of May 2018.
3. By consent, the respondent is ordered to pay to the claimant compensation in the sum of £462.00 (net) for unlawful deductions from wages during the month of June 2018.
4. I declare that the claimant is not entitled to a redundancy payment from the respondent. The claimant's claim for a redundancy payment is not well-founded, fails and is dismissed.
5. I declare that the claimant was constructively unfairly dismissed. I order the respondent to pay to the claimant compensation in the sum of £7,112.00 being the claimant's basic award (14 x £508.00). I make no further award for this part of her claim.

6. I declare that the claimant is entitled to damages for breach of contract over notice and I order the respondent to pay to the claimant the sum of (12 x £437) £5,244.00 (net).

Employment Judge Dimbylow
24/04/2019

Note: Reasons for the judgement having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.