



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**  
Mrs G Williams

**AND**

**Respondent**  
Weddings By  
Rebecca Limited

**HELD AT:** Pontypridd and Cardiff **ON** 25 October 2017 and 7 February 2018

**EMPLOYMENT JUDGE NW Beard (sitting alone)**

**Representation**

**For the Claimant:** In Person

**For the Respondent:** Ms S Clarke (Counsel)

## JUDGMENT

**The judgment of the tribunal is that :-**

1. The claimant's claim of unfair dismissal within the meaning of Section 98(4) of the Employment Rights Act 1996 is well founded.
2. The claimant's claim for an unlawful deduction of wages (including sickness and holiday pay) is well founded.
3. The claimant's claim of breach of contract (notice pay) is not well founded and is dismissed.
4. The respondent is ordered to pay to the claimant the sums set out below in compensation.

### AWARD

<b>Compensatory Award</b>	
<i>Loss of earnings</i> 6 weeks @ £258.70 p.w. net	£1,552.20
<i>Outstanding holiday pay</i>	

1.08 days @ £51.74 per day	£ 55.88
<i>Outstanding Sick Pay</i> 6 weeks @ £258.70 p.w. net	£ 776.10
<b>Total Award</b>	<b>£2,384.18</b>

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Employment Judge Beard

Dated: 7 February 2018

Judgment sent to Parties on  
20 March 2018

For the Tribunal Office