



EMPLOYMENT TRIBUNALS

Claimant: Miss G Ratcliffe

Respondent: Campor Limited

Heard at: Newcastle upon Tyne **On:** 23 April 2018

Before: Employment Judge Martin

Representation:

Claimant: In person

Respondent: No attendance or representation

JUDGMENT

The judgment of the Tribunal is as follows:-

- 1 The claimant's complaint of breach of contract (notice pay) is well-founded. The claimant is awarded the sum of £1,258.30 calculated as follows:-

29/06/17-03/08/17 – 5 weeks @ £251.66 = £1,258.30.

- 2 The claimant's complaint of breach of the Working Time Regulations (holiday pay) is well-founded. The claimant is awarded compensation in the sum of £1,358.91 calculated as follows:-

For the year 1/4/16 -31/3/17
20 days @ £50.33 = £1,006.60

For the period 01/04/17-20/06/17
7 days @ £50.33 = £ 352.31

TOTAL = £ 1,358.91

- 3 The claimant's complaints of unfair dismissal and disability discrimination are well-founded. The claimant is awarded compensation under both heads of claim as follows:-

Basic Award

2 half years x £277.50 = £ 277.50

3 years x £277.50 £277.50 x 3	= £ 832.50
SUB TOTAL	= £ 1,110.00
Compensatory award	
04/08/17-23/04/18 37 weeks @ £251.66	= £ 9,311.42
Loss of statutory rights	= £ 350.00
Add 25% for uplift for failure to follow ACAS Code of Practice	= £ <u>2,415.35</u>
TOTAL COMPENSATORY AWARD	= £12,076.77
Add injury to feelings for disability discrimination	= £ 8,600.00
TOTAL AWARD FOR COMPENSATION FOR DISABILITY DISCRIMINATION & UNFAIR DISMISSAL	= <u>£21,786.77</u>

The Employment Protection (Recoupment of Awards) Regulations 1996 apply to this award. The prescribed period is 1 July 2017 until 23 April 2018. The prescribed element is £11,639.27.

EMPLOYMENT JUDGE Martin

JUDGE ON

JUDGMENT SIGNED BY EMPLOYMENT

15 May 2018

JUDGMENT SENT TO THE PARTIES ON

15 May 2018

AND ENTERED IN THE REGISTER

G Palmer

FOR THE TRIBUNAL

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.

Public access to employment tribunal decisions

Case No: 2501336/2017

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.