



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant Respondent
Miss S Hollowbread and Barney Bees Day Nursery Limited

Heard at Reading on: 23 & 24 April 2019

Appearances

For the Claimant: In person

For the Respondent: Mr N Shah, solicitor

Employment Judge: Mr SG Vowles (sitting alone)

JUDGMENT

Evidence

1. The Tribunal heard evidence on oath and read documents provided by the parties and determined as follows.

Unfair Constructive Dismissal – sections 95(1)(c) and 98 Employment Rights Act 1996

2. The Claimant was not constructively dismissed. This complaint fails and is dismissed.

Unauthorised Deductions from Wages – section 13 Employment Rights Act 1996

3. The Claimant was not owed wages. This complaint fails and is dismissed.

Failure to Give Statement of Employment Particulars – section 38 Employment Act 2002

4. The Claimant was given a statement of employment particulars. This complaint fails and is dismissed.

Holiday Pay – regulation 30 Working Time Regulations 1998
Notice Pay – article 3 Employment Tribunals Extension of Jurisdiction
(E&W) Order 1994

5. By consent, the Claimant is awarded 7 week’s salary and pro rata holiday pay in the sum of £1,674.73. Half of this sum is to be paid by to the Claimant by the Respondent no later than 15 May 2019 and the other half no later than 15 June 2019. The sum will be subject to statutory Income Tax and National Insurance deductions.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

6. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Public Access to Employment Tribunal Judgments

7. The parties are informed that all judgments and reasons for judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant and Respondent.

Employment Judge Vowles

Date: ...24 April 2019

Sent to the parties on:

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For the Tribunals Office

