



EMPLOYMENT TRIBUNALS

Claimant

Ms Susan Mary Readman

v

Respondent

**Ms Claire Edmondson
t/a Poppies of Ripon**

Heard at: Leeds

On: 24 May 2019

Before: Employment Judge Trayler

Representation:

Claimant: Mr M Cahill, of Counsel

Respondent: Mr D Prime (Respondent's partner)

JUDGMENT

1. The correct title of the respondent is Ms Claire Edmondson (trading as 'Poppies of Ripon').
2. The claimant is not entitled to a redundancy payment.
3. The respondent unfairly dismissed the claimant.
4. The respondent is ordered to pay to the claimant compensation for unfair dismissal in the sum of £18,058.50 calculated as follows:
 - 4.1. A basic award pursuant to section 118(1)(a) Employment Rights Act 1996 of £4,815.60 (30 weeks' pay at £160.52 per week).
 - 4.2. A compensatory award (section 123 of the 1996 Act) of £10,594.32 being:
 - 4.2.1. Loss of Notice pay £1,926.24 (12 weeks' pay at £160.52)
 - 4.2.2. Loss to date: £6,420.80 (40 weeks' pay at £160.52)
 - 4.2.3. Future Loss: £1,926.24 (12 weeks' pay at £160.52).
 - 4.2.4. Loss of Statutory Rights £321.04 (2 weeks' pay).
 - 4.3. The respondent is ordered to pay to the claimant the further sum of £2,648.58 (25% of £10,594.32) as compensation for failure to comply with the ACAS Code of Conduct.
5. The complaint of breach of contract succeeds. No compensation is ordered as loss of Notice pay is included above.

Employment Judge Trayler

Date: 7 June 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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