



EMPLOYMENT TRIBUNALS

SITTING AT: LONDON SOUTH

BEFORE: EMPLOYMENT JUDGE FRANCES SPENCER

BETWEEN: MS N BIRRING CLAIMANT

AND

GLOBAL OFFICE SUPPLIES LIMITED RESPONDENT

ON: 5TH FEBRUARY 2018

Appearances

For the Claimant: In person
For the Respondent: Mr M Girton, director

JUDGMENT

The Judgment of the Tribunal is that

- (i) The Claimant was unfairly and wrongfully dismissed;
- (ii) The Claimant's claim for pay in lieu of holiday accrued but not taken succeeds;
- (iii) The Respondent is ordered to pay the Claimant **£3,541*** calculated as follows:

<u>Basic Award</u>	£
4x £489	1956
<u>Compensatory Award</u>	
2 weeks net pay @ 459pw**	918
((1999 + 1842 + 2126) ÷ .13 weeks)	
Loss of statutory rights	300
<u>Holiday pay</u>	
4 days	367

No award is made for wrongful dismissal to prevent double recovery as this loss is covered by the compensatory award.

No uplift for failure to comply with the ACAS Code of Practice is awarded.

The Recoupment Regulations 1996 do not apply to this award.

- * The figures have been adjusted since the announcement of the award in Tribunal to include an award for loss of statutory rights to which the Claimant is entitled and to correct an arithmetical error in the calculation of a week's pay.

Employment Judge F Spencer

Date: 5th March 2018

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