



EMPLOYMENT TRIBUNALS

Claimant: Miss H Taylor Davies

Respondent: Creative Hospitality Payroll Ltd

Heard at: Swansea
On: 26 June 2019

Before: Employment Judge S Davies (sitting alone)

Representation
Claimant: in person
Respondent: Mrs A Nunes, Head of HR

JUDGMENT ON REMEDY

1. The liability hearing was heard on 18 March 2019.
2. Reserved Judgment dated 10 April 2019 was promulgated upholding a claim of unpaid bonus in the sum of £2500.
3. This Remedy Hearing was listed to determine compensation for unfair dismissal.
4. It is the decision of the Employment Judge sitting alone that the following claims for compensation are upheld:

a. Basic award	£ 634.50
b. Compensatory award	£ 822.81
c. Total	£ 1,457.31

5. The sums were calculated as follows:

Basic award	
2 qualifying weeks x gross weekly pay (423.00)	846.00
Less contributory fault of 25%	-211.50
Total basic award	634.50

Compensatory award

Loss of net earnings	
Number of weeks (36) x net weekly pay (343.00)	12,348.00
Plus loss of statutory rights	350.00
Less sums obtained through mitigation earnings	-9,187.34

Total compensatory award 3,510.66

Adjustments to total compensatory award

Less Polkey deduction of 75%	-2,633.00
Plus failure by the Respondent to follow ACAS Code of 25%	219.42
Less contributory fault of 25%	-274.27

Total adjustments to the compensatory award -2,687.85
Compensatory award after adjustments 822.81

Employment Judge Davies

Date 26 June 2019

JUDGMENT SENT TO THE PARTIES ON

.....28 June 2019.....

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FOR THE TRIBUNAL OFFICE

NOTE: Reasons were given orally at the hearing. In accordance with Rule 62 (3) of the Employment Tribunal Rules of Procedure 2013, no written reasons will be provided unless requested by a party at the hearing or in writing within 14 days of sending the written record of the decision.