



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss Lisa-Marie O'Brien

v

Hampstead Gymnastics Limited

Heard at: Watford

On: 16 May 2019

Before: Employment Judge Alliott

Appearances:

For the Claimant: In person

For the Respondent: In person

JUDGMENT

1. The claimant's claim for unfair dismissal is well founded.
2. The respondent is ordered to pay the claimant a basic award in the sum of £270.
3. The claimant's claim for breach of contract is dismissed.

RECONSIDERATION

1. EJ Alliott has reconsidered his judgment on his own initiative pursuant to Rule 70 Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 as he considers it is necessary to do so in the interests of justice.
2. EJ Alliott overlooked that the claimant is entitled to a basic award for unfair dismissal even though he found that the claimant would have been dismissed in any event had a fair procedure been adopted.
3. EJ Alliott apologises to the parties for this oversight.
4. The Basic Award is calculated as follows:-

- 4.1 Claimant's date of birth: 24 August 1973
- 4.2 Claimant's continuous employment: 3 years
- 4.3 The claimant was not below the age of 41 in each year of employment and so is entitled to 1½ weeks' pay for each year.
- 4.4 $4\frac{1}{2} \times £60 = £270$
- 5. If any issue arises out of this reconsideration the parties may apply to the tribunal for further reconsideration in writing (copying in the other party) within 14 days of the date on which this written record of the decision was sent to the parties and shall set out why reconsideration of this decision is necessary.

Employment Judge Alliot

Date: ...5 June 2019.....

Judgment sent to the parties on

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For the Tribunal office