



EMPLOYMENT TRIBUNALS

Claimant

Ms Mai-Kwai Shing

v

Respondent

TN Cuisine Ltd

Heard at: Croydon Employment Tribunal
On: 20 March 2018
Before: Employment Judge Nash

Appearances

For the Claimant: Ms Binney of FRU
For the Respondent Mr Arulanantham, Director

JUDGMENT

The Judgment of the Employment Tribunal is as follows:-

1. The claimant was dismissed by reason of redundancy on 21 July 2017.
2. The claimant is entitled to be paid a statutory redundancy payment by the respondent in the sum of £1,275.42.
3. The Respondent made unauthorized deductions from the claimant's wages contrary to section 13 Employment Rights Act 1996 in that she was not paid any wages from 2 June 2017 until her termination on 21 July 2017.
4. The respondent shall accordingly pay to the claimant the sum of £2,975.98 in respect of unauthorized deductions from wages. This sum is awarded gross of statutory deductions.
5. The respondent failed to pay the claimant in respect of accrued but untaken annual leave under Regulation 14 Working Time Regulations 1998.

6. The respondent shall accordingly pay the claimant the sum of £425.14 in respect of holiday pay. This sum is awarded gross of statutory deductions.
7. The respondent wrongfully dismissed the claimant.
8. The respondent shall accordingly pay to the claimant the sum of £1,050 in lieu of statutory notice. This sum is awarded net of statutory deductions.
9. The respondent breached the claimant's contract of employment by failing to reimburse her for expenses lawfully incurred in the course of her employment.
10. The respondent shall accordingly pay the claimant the sum of £121.37 in respect of breach of contract.
11. The Respondent failed to give the Claimant a written statement of particulars of employment compliant with s1 Employment Rights Act 1996.
12. The Tribunal hereby increases the award the Respondent shall pay to the Claimant by the higher amount under s38 Employment Act 2002 being £1,700.56
13. The total due to the Claimant from the Respondent under this judgment is accordingly, £7,548.47.

Employment Judge Nash
20th 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.