



EMPLOYMENT TRIBUNALS

Claimants:

- (1) Ms J E Webster
- (2) Mrs A Hossack
- (3) Miss M Pye
- (4) Ms L Leishman
- (5) Miss T Masters

Respondent: Serendib Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. All five claimants' claims succeed.
2. Ms Webster is awarded, and the respondent must pay her, a total sum of **£7,295.83** made up as follows:
 - a. compensation for unfair dismissal, consisting of a basic award of £1233 and a compensatory award of £5709.23;
 - a. damages for wrongful dismissal (notice pay) of £0, because any award for notice pay is subsumed within the unfair dismissal compensatory award;
 - b. £353.60 compensation for accrued but untaken annual leave.
3. Mrs Hossack is awarded, and the respondent must pay her, a total sum of **£2,809.34** made up as follows:
 - a. compensation for unfair dismissal, consisting of a basic award of £1350 and a compensatory award of £400;
 - b. damages for wrongful dismissal (notice pay) of £600. This is just 2 weeks' gross pay because after 2 weeks out of work, she obtained further employment and thereby mitigated her losses;
 - c. £459.84 compensation for accrued but untaken annual leave.
4. Miss Pye is awarded, and the respondent must pay her, a total sum of **£795.56** made up as follows:

- a. damages for wrongful dismissal (notice pay) of £258.30;
 - b. £537.26 compensation for accrued but untaken annual leave.
5. Ms Leishman is awarded, and the respondent must pay her, a total sum of **£2,845.89** made up as follows:
- a. compensation for unfair dismissal, consisting of a basic award of £1826.50 and a compensatory award of £400;
 - b. damages for wrongful dismissal (notice pay) of £562. This is just 2 weeks' gross pay because after 2 weeks out of work, she obtained further employment and thereby mitigated her losses;
 - c. £57.39 compensation for accrued but untaken annual leave.
6. Miss Masters is awarded, and the respondent must pay her, a total sum of **£10451.95** made up as follows:
- b. compensation for unfair dismissal, consisting of a basic award of £1085.19 and a compensatory award of £9366.76;
 - c. damages for wrongful dismissal (notice pay) of £0, because any award for notice pay is subsumed within the unfair dismissal compensatory award.
7. The hearing listed for 27 August 2019 is cancelled.

Employment Judge Camp

19th August 2019