



EMPLOYMENT TRIBUNALS BETWEEN

Claimant

Miss Sarah Davies

AND

Respondent

Bar & Catering
Supplies Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Swansea ON 13 September 2019

EMPLOYMENT JUDGE NW Beard

Representation

For the Claimant: In Person

For the Respondent: No Appearance

JUDGMENT

The judgment of the tribunal is that:-

1. In the absence of an ET3 response form from the respondent, and there being sufficient material before me to enable a proper determination to be made, I uphold the following claims:
 - 1.1. Unpaid wages
 - 1.2. Unpaid holiday pay
 - 1.3. Breach of contract – unpaid notice pay
2. The respondent having been given an opportunity to respond to the claimant's application to amend to add a claim of unfair dismissal and having failed to respond the claimant's application to amend is granted.
3. The claimant's claim of unfair dismissal is well founded.
4. The respondent is ordered to pay to the claimant compensation on the above claims as calculated below.

Basic Award	
£504.81 x 15 weeks	£ 7,572.15
Compensatory Award	
Notice Pay 12 weeks @ £385.21 net	£ 4,622.52

Loss of Statutory Rights	£ 500.00
Loss of earnings	
Past Loss 12 weeks @ £385.21 net	£ 4,622.52
Future Loss 26 weeks @ £270.21 net	£ 7,025.46
Pension Loss 9 months at £100 per month	£ 900.00
<i>Loss of Benefits</i>	
Vehicle use	£ 600.00
Mobile Telephone	£ 60.00
Failing to provide terms and conditions document	
2 weeks @ £504.21 per week	£ 1,009.62
Sub Total for uplift	£ 26,912.27
Uplift 25% failure to follow ACAS procedures	£ 6,728.07
Sub Total for Compensation limit	£ 26,068.19
Annual Salary Limited to	£25,416.64
Unlawful Deduction	
Outstanding holiday pay	
11 days @ £100.96 per day	
Unpaid salary	£ 1,110.56 gross
97 days @ £100.96 per day	£ 4,129.79 gross
Total Award	£38,229.14

Employment Judge W Beard
Date: 18 September 2019

Judgment sent to Parties on 18 September 2019

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS