



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S Cooke

**Respondent:** Poundland Limited

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claimant was unfairly dismissed. The respondent is ordered to pay the claimant:
  - a) Basic award of £466.98
  - b) Compensatory award (gross ) of £8016.49
  - c) 25% uplift to compensatory award for failing to follow the ACAS Code of Practice on disciplinary and grievance procedures of £2004.11
  - d) £108.00 expenses in respect of expenses of attending the benefits agency
  - e) Loss of Statutory Rights of £500.00
2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of £3066.25.
3. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the gross sum of £1103.62.
4. The respondent has failed to give the claimant itemised pay statements.
5. The respondent has failed to provide a statement of changes to the claimant's particulars and is ordered to pay the claimant the sum of £622.64.

Employment Judge Moore

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Date: 17 September 2019

JUDGMENT SENT TO THE PARTIES ON  
18 September 2019

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AND ENTERED IN THE REGISTER

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FOR THE TRIBUNAL OFFICE