



EMPLOYMENT TRIBUNALS

Claimant: Mrs. J Grainger

Respondent: JV Jewellers Ltd trading as Jonathans

Heard at: Midlands West

On: 20 August 2019

Before: Employment Judge Woffenden

Representation

Claimant: In Person

Respondent: Did Not Attend and Was Not Represented

JUDGMENT

1 The respondent is ordered to pay the claimant compensation of **£18547.15** for unfair dismissal and age discrimination as calculated in the Schedule attached.

2 The Recoupment Regulations apply to the **unfair dismissal award**.

The monetary award £7364.20

The prescribed element £ 6864.20

The period of the prescribed element is 1 January 2019 to 15 July 2019

The amount by which the monetary award exceeds the prescribed element £609.25

Employment Judge Woffenden

19 September 2019

SCHEDULE

1.	<u>Unfair Dismissal</u>		
	Basic Award		£6,754.95
	<u>Compensatory Award</u>		
	<u>Prescribed Element</u>		
i.	Loss to 15.7.2019		
a)	Loss of wages		
	(i) Net weekly earnings £245.15		
	(ii) 1.1.2019 to 15.7.2019 – 28 weeks		
	(iii) Loss for that period	£6,864.20	
	<u>Prescribed Element</u>	£6,864.20	
b)	Loss of Statutory Rights	<u>£ 500.00</u>	
		£7,364.20	
c)	Minus redundancy payment received from Respondent	£6,754.95	
			<u>£ 609.25</u>
2.	<u>Discrimination</u>		
	Additional Compensation		
	Injury to feelings (middle band Vento)	£10,000.00	
	Interest on discrimination at 8% per year		
	298 days – 26.10.2018 to 20.8.2019	£ 653.15	<u>£10,653.15</u>
3.	Increase for failure to provide written particulars employment (2 weeks' pay @ £264.90)		£ 529.80
	Total Awarded		<u>£18,547.15</u>

Notes

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.

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