



EMPLOYMENT TRIBUNALS

Claimant Miss E Dearlove

Respondent: Babs Baps Ltd

HELD AT: Leeds

ON: 22 November 2019

BEFORE: Employment Judge Rogerson

REPRESENTATION:

Claimant: In person

Respondent: No attendance

JUDGMENT

1. The complaint of breach of contract (notice pay) succeeds. The respondent is ordered to pay the claimant the gross sum of £393.00. That sum is increased by 25%, in the sum of £98 in accordance with section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992, for the respondent's unreasonable failure to comply with the ACAS Code of Practice (Disciplinary and Grievance Procedures 2015). The total sum awarded is £491.00
2. The complaint of unpaid wages (holiday pay) succeeds. The respondent is ordered to pay the claimant the gross sum of £131.00. That sum is increased by 25% in the sum of £33 in accordance with section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 for the respondent's unreasonable failure to comply with the ACAS Code of Practice (Disciplinary and Grievance Procedures 2015). The total sum awarded is £164.00
3. The complaint of unfair dismissal succeeds. The claimant is awarded compensation of £3263.00 comprising a basic award of £643, loss of statutory rights of £250 and £2,620 compensatory award. The compensatory award is increased by 25% in the sum of £655 in accordance with section 207A of

the Trade Union and Labour Relations (Consolidation) Act 1992 for the respondent's unreasonable failure to comply with the ACAS Code of Practice (Disciplinary and Grievance Procedures 2015). The total sum awarded is £3,918.00.

Employment Judge Rogerson

Date 29 November 2019