Case Number: 1800672/2019

1800727/2019



## **EMPLOYMENT TRIBUNALS**

Claimant Respondent

Mrs S Sylvester v Talib Hussain

Heard at: Sheffield On: 25 November 2019

Before: Employment Judge Little

Representation:

Claimant: Mr N Sylvester (her husband)

Respondent: In person

## **JUDGMENT**

## My judgment is that: -

- I do not have jurisdiction to hear the complaints of unauthorised deduction from wages in respect of a deduction in August 2016 and a further deduction in July 2018 because in both cases the complaint in respect of those matters was presented out of time in circumstances where it would have been reasonably practicable to present in time.
- 2. The third unauthorised deduction in respect of which the claimant complained was subsequently reimbursed to her and accordingly there is no need for that to be adjudicated.
- 3. The claimant was unfairly dismissed.
- 4. The claimant is awarded a basic award of £281.88.
- 5. The claimant is awarded a compensatory award comprising the following components:-
  - Loss of statutory rights £300
  - Loss of earnings for a period of 20 weeks £1,879.20
  - An uplift of 25% pursuant to the Trade Union and Labour Relations (Consolidation) Act 1992, section 207A, in the amount of £615.27
- 6. An award under the provisions of Employment Act 2002 section 38 a higher award because no statement of main terms and conditions of employment was issued to the claimant £375.84

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7. Accordingly, the respondent is to pay to the claimant forthwith the total amount of £3,452.19.

**Employment Judge Little** 

2<sup>nd</sup> December 2019