



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J A Hayward

**Respondent:** Hug-The-Jeweller Limited (1)  
Zirconia Pearls Limited (2)

**Heard at:** Southampton                      **On:** 4 December 2019

**Before:** Employment Judge Richardson

**Representation:**  
**Claimant:** In person  
**Respondents:** Did not appear

## JUDGMENT

The claimant's employment transferred from the first respondent to the second respondent under the Transfer of Undertakings (Protection of Employment) Regulations 2006 and the claimant was unfairly dismissed by the second respondent. The second respondent shall pay the claimant the sum of £12,578.67 made up as follows:-

### 1. Basic Award

The claimant had 11 years' service, was born on 25 May 1959 and earned £190.88 per week                      £3,149.52

### 2. Compensatory Award

Loss to date from 20 August 2019 to date 15 weeks at £187.90                      £2,818.50

### 3. Future loss of 9 weeks' pay at £187.90

### 4. Notice Pay

The claimant was entitled to 11 weeks' notice at £187.90                      £2,066.90

### 5. Loss of Statutory Rights                      £500.00

6. Increase in the award of (2) and (3) above under S124 A Employment Rights Act 1996 at 25%	£1,769.13
7. Failure to give a statement of employment particulars under S38 Employment Act 2002 4 weeks' pay at £190.88	£763.52
Total	<u>£12,758.67</u>

The Recoupment of Benefit Regulations apply:

- (1) The grand total is £12,758.67.
- (2) The prescribed element is £6,106.75.
- (3) The period of the prescribed element is from 3 June 2019 (26 weeks).
- (4) The excess of the grand total over the prescribed element is £6,471.92.

Employment Judge Richardson

Date: 12 December 2019

Judgment sent to parties: 6 January 2020

FOR THE TRIBUNAL OFFICE

Note

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.