



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Meyer

Respondent: Timand Ltd

Heard at: Leeds

On: 28 January 2020

Before: Employment Judge Brain

Representation

Claimant: In person

Respondent: Mrs A Baldwin and Mr T Baldwin, Directors

JUDGMENT

The judgment of the Employment Tribunal is that:

1a) The Claimant was unfairly dismissed by the Respondent.

b) By way of remedy upon the unfair dismissal claim:

Basic Award

- i) The Respondent shall pay to the Claimant a basic award in the sum of £724.50.
- ii) It is just and equitable to reduce the basic award by 33% to reflect the Claimant's conduct prior to the dismissal.

Compensatory Award

The Respondent shall pay to the Claimant a compensatory award made up of the figures at (i) and (ii) below:

- i) Four weeks' past loss of earnings between 1 August 2019 and 28 August 2019 in the sum of £644.00.
- ii) Compensation for loss of the statutory right not to be unfairly dismissed in the sum of £161.00.
- iii) It is just and equitable to reduce the compensatory award by 33% to reflect the Claimant's conduct causative of the dismissal.

2. The Claimant's claim for an award for a failure by the Respondent to provide a written statement of reasons for the dismissal stands dismissed.

3. The Claimant was wrongfully dismissed. The Respondent should pay to her the sum of £483.00 being an award equivalent to three weeks' wages in compensation.

4. It is not just and equitable to make an award for failure to provide the Claimant with a statement of employment particulars additional to the amounts awarded in paragraphs 1 and 3 above.

5. It is not just and equitable to apply an uplift for failure to follow the *ACAS Code of Practice 1: Discipline and Grievance Procedures (2015)* upon the awards in paragraphs 1 and 3 above.

6. Summary

The Claimant shall be paid the sum of **£1019.66** on or before 11 February 2020 calculated as follows:

a) Unfair Dismissal

Basic Award	£483.00
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Compensatory Award	£536.66
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b) Wrongful Dismissal £483.00

£1502.66

Credit to be given as explained in 6(c) below	£483.00
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Judgment sum due	£1019.66
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c) *(For the avoidance of doubt the sum payable by the Respondent is £1019.66 to avoid double recovery as the compensatory award for unfair dismissal and the wrongful dismissal award cover the same period of loss).*

Employment Judge Brain

Date 30 January 2020