



EMPLOYMENT TRIBUNALS

Claimant: Miss E Dickson
Respondent: 4pmates Limited
Heard at: Leicester
On: 8 January 2020
Before: Employment Judge Ahmed (sitting alone)

Representation

Claimant: In person, assisted by Mr Coombes (lay person)
Respondent: No appearance or representation

JUDGMENT

The Employment Tribunal Judge gave judgment as follows:-

1. The Claimant was unfairly dismissed. The Respondent is ordered to pay compensation to the Claimant for unfair dismissal of £20,512.96 in accordance with the schedule below.
2. The Claimant was dismissed in breach of contract. The Claimant's net weekly wage was £330.00. The Respondent is ordered to pay to the Claimant damages for breach of contract of £2,640.00 net (8 x £330.00).
3. The Respondent is ordered to pay to the Claimant £440.08 in respect of an unlawful deduction of wages.

SCHEDULE

Basic award.

The Claimant was aged 48 at the effective date of termination and was employed for 8 years. Her gross pay was £410.00. The basic award is therefore £4,715.00 (11.5 x £410.00).

Compensatory award

Loss of earnings.....	£17,160.00
less income post dismissal.....	£1,887.04.
sub-total.....	£15,272.96
Add: Loss of statutory rights.....	£525.00

Total compensatory award£15,797.96

Total award (basic and compensatory awards).....£20,512.96

4. The Employment Protection (Recoupment of Jobseekers Allowance & Income Support) Regulations 1996 apply. The monetary award is £20,512.96. The amount of the prescribed element is £17,160.00. The period to which the prescribed element is attributable is 8 July 2019 to 8 January 2020. The amount by which the monetary award exceeds the prescribed element is £3,352.96.

Employment Judge Ahmed

Date: 25 February 2020

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.