Case No: 2301043/2019



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant and Respondent

Mrs S Cardiff Deal Convenient Store Limited

HELD AT: Ashford

ON: 21 February 2020

BEFORE: Employment Judge K Bryant QC

Appearances:

For the Claimant: In person

For the Respondent: Mr T Shangar (director)

JUDGMENT

- 1. The Claimant's claim for breach of contract (notice pay) is well-founded. The Claimant was entitled to minimum statutory notice of 12 weeks. The Respondent is ordered to pay her 12 weeks' pay at the weekly rate of £156.60, ie a total award for breach of contract of £1,879.20.
- 2. The Claimant's claim for unauthorised deduction from wages is well-founded and the Respondent is ordered to pay to the Claimant the sum of £156.60.
- 3. The Claimant was unfairly dismissed. The Respondent is ordered to pay to the Claimant a basic award of £4,071.60 and a compensatory award of £350, ie a total award for unfair dismissal of £4,421.60.

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4. The Claimant's claim for a statutory redundancy payment is well-founded, but no compensation is awarded given that the Respondent has already been ordered to pay a basic award for unfair dismissal.

- 5. The Claimant's claim for failure to provide written reasons for dismissal is well-founded and the Respondent is ordered to pay to the Claimant the sum of £313.20.
- 6. The Claimant has never been provided with any written statement under section 1 or section 4 of the Employment Rights Act 1996. The Respondent is therefore ordered to pay to the Claimant the additional sum of £313.20 under section 38 of the Employment Act 2002.
- 7. The total award of compensation to be paid by the Respondent to the Claimant is therefore £7,083.80.

Employment Judge K Bryant QC

21 February 2020