



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mrs M Berns**

**V**

**Kaan Academic Limited**

**Heard at:** Birmingham in chambers

**On:** 15 May 2020

**Before:** Employment Judge Broughton

## REMEDY JUDGMENT

Following the judgment on liability in favour of the claimant on 12 December 2019

and

Following full consideration of the claimant's claims, witness evidence and supporting documentation

There is no legal basis for any claim for failure to consult, nor for unfair dismissal losses beyond the lost 3 term time weeks in September 2019.

A claimant is only entitled to a basic award OR redundancy not both

As a result, I make the following awards:

- |                                   |          |
|-----------------------------------|----------|
| - Notice pay – 10 wks @ £131.36   | £1313.60 |
| - Unpaid wages / NMW (as claimed) | £ 106.60 |

For unfair dismissal

Basic award / redundancy 10*1.5 @ £131.36	£1970.40
-------------------------------------------	----------

Compensatory award

- |                                   |          |
|-----------------------------------|----------|
| - Loss of statutory rights        | £ 500.00 |
| - Loss of earnings 3wks @ £131.36 | £ 394.08 |
| - Loss of benefits (as claimed)   | £ 181.65 |

Sub total (compensatory)	£1075.73
--------------------------	----------

Uplift for failure to follow grievance procedure – 25%	£ 268.93
-----------------------------------------------------------	----------

Total owed to claimant	----- £4735.26 -----
------------------------	----------------------------

Employment Judge Broughton  
15 May 2020

**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.