



EMPLOYMENT TRIBUNALS

Claimant 1) **Miss T Bailey**
 2) **Miss S Guy**
 3) **Ms A Kerr**

Respondent **Little Paws Nursery Ltd**

Heard at: Southampton On: 11th May 2020

Employment Judge: M Street

Representation

Claimants: in person
Respondent: No attendance and not represented

JUDGMENT on REMEDY

Following the Judgment dated 4 February 2020 when the claimants succeeded in their claims, the Respondent is ordered to pay to the claimants the following sums.

To Miss T Bailey, in respect of the sum due for the period of leave due on termination of her employment £322.20; in respect of pay due and outstanding on termination £1603; in respect of breach of contract £591.30 and in respect of unfair dismissal £4503.39, to include the maximum uplift of 25% for failure to comply with the ACAS Code of Practice in respect of Disciplinary Procedures. The total sum the Respondent is ordered to pay Miss T Bailey is £7019.89.

To Miss S Guy, in respect of the sum due for the period of leave due on termination of her employment £185.90; in respect of pay due and outstanding on termination £880; in respect of breach of contract £840.16 and in respect of unfair dismissal £1694.71, to include the maximum uplift of 25% for failure to comply with the ACAS Code of Practice in respect of Disciplinary Procedures. The total sum the Respondent is ordered to pay Miss S Guy is £3600.77.

To Ms A Kerr, in respect of the sum due for the period of leave due on termination of her employment £293.92; in respect of pay due and outstanding on termination £1313.60; in respect of breach of contract £552.94 and in respect of unfair dismissal £4188.34, to include the maximum uplift of 25% for failure to comply with the ACAS Code of Practice in respect of Disciplinary Procedures. The total sum the Respondent is ordered to pay Ms A Kerr is £6348.80.

Recoupment applies with respect to the award to Ms Kerr.

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was audio (A). A face to face hearing was not held because it was not practicable and all issues could be decided in a remote hearing. The documents I was referred to were the schedules provided by each of the claimants together with extracts from contract documents and payslips. Oral evidence was taken under affirmation.

Employment Judge Street

Dated: 11th May 2020

Judgment was given orally. Written reasons will not be provided unless they are asked for within 14 days of the sending of the written record and will be entered on the website if issued.

Recoupment (Ms Kerr only)

Prescribed element	£2073.45
Prescribed period	8/11/19 to 31/12/19
Grand total of all sums awarded to Ms Kerr	£6348.80
Excess of grand total over prescribed element	£4275.35