



EMPLOYMENT TRIBUNALS

Claimant: Mrs P Howard
Respondent: Burkinshaw Management Limited

Heard at: Ashford **On:** 18 March 2020

Before: **EMPLOYMENT JUDGE CORRIGAN**
Sitting Alone

Representation

Claimant: In person
Respondent: Mr A Williams, Solicitor

Preliminary hearing JUDGMENT BY CONSENT

1. The correct Respondent is as per the title above. The Claimant was an employee and there was a relevant transfer to the Respondent.
2. The Tribunal has jurisdiction to consider her complaints. There is no basis to strike out the claim or order a deposit.
3. The Claimant was wrongfully dismissed and is awarded compensation of £422.03 (loss of earning of £337.62 and 25% uplift due to breach of the ACAS Code of Practice on Discipline and Grievance).
4. The Claimant was entitled to a redundancy payment from the Respondent of £1625.58 and the Respondent is ordered to pay £2031.98 to the Claimant (her redundancy payment uplifted by 25% due to the breach of the ACAS Code of Practice on Discipline and Grievance).
5. The Claimant's claim that the Respondent failed to comply with the requirements to inform and consult employees affected by the transfer is well-founded and the Respondent is ordered to pay compensation to the Claimant of £1280.76.
6. The Claimant was unfairly dismissed but no separate award is made.

7. The total to be paid by the Respondent to the Claimant is £3,734.77.

Employment Judge Corrigan
Ashford
18 March 2020