



EMPLOYMENT TRIBUNALS

BETWEEN
AND

Claimant
Mrs S Martin

Respondent
Gary Pearce
Landscapes
Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham ON 26 August 2020

EMPLOYMENT JUDGE GASKELL

Representation

For the Claimant: In Person
For Respondent: No Attendance

JUDGMENT

The judgment of the tribunal is that:

- 1 Pursuant to Section 111(2) of the Employment Rights Act 1996, the claimant's claim was presented in time.
- 2 The claimant was unfairly dismissed by the respondent on 31 July 2019
- 3 The claimant's claim for unpaid notice pay is well-founded.
- 4 There is an award of compensation to the claimant, payable by the respondent in the sum of £4992.18 calculated as follows: -

(a)	Basic Award	£1493.31
(b)	Uplift pursuant to Section 207A TULRCA 1992 @ 25%	£ 373.33
(c)	Award pursuant to Section 38 EA 2002 @ 4 weeks	£ 663.69
(d)	Unpaid Notice Pay	£ 995.54 (net)
	TOTAL	£3526.28

Employment Judge Gaskell
26 August 2020

Notes:

- (a) The sum awarded at Paragraph 4(b) above has been calculated net of income tax and national insurance contributions on the basis that upon payment thereof the respondent will make an appropriate and corresponding payment to HMRC.
- (b) 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.