



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Jones

Respondent: F & J Newscentre Limited

Heard: by video

On: 20 January 2021

Before: Employment Judge S Jenkins

Representation

Claimant: In person

Respondent: Mr C Scane (Lay Representative)

JUDGMENT

1. The Claimant was unfairly dismissed and her claim of unfair dismissal succeeds.
2. The Claimant's other claims; of failure to pay in respect of accrued but untaken holiday, unauthorised deductions from wages, and failure to provide a written statement of reasons for dismissal; fail and are dismissed.
3. In terms of compensation for unfair dismissal, the Respondent is ordered to pay the Claimant the following sums (taking into account an uplift for failing to comply with provisions of the ACAS Code, and reductions to reflect the Claimant's conduct):

Basic Award - £535.71

Compensatory Award:

Prescribed Element¹ - £2,704.19

Grand Total - £3,239.90

¹ Losses less mitigation for the period 09.11.19 to 01.04.20 (from which date the Claimant mitigated her loss in full)

For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996, the following applies:

- (a) Grand total £3,239.90
- (b) Prescribed element £2,704.19
- (c) Period of prescribed element: 11 November 2019 to 1 April 2020
- (d) Excess of grand total over prescribed element - £535.71

Employment Judge S Jenkins

Date: 20 January 2021

JUDGMENT SENT TO THE PARTIES ON 22 January 2021

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FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.