



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms A Vas

v

Asda Stores Limited

Heard at: Cambridge (by Cloud Video Platform ('CVP'))

On: 14 January 2021

Before: Employment Judge Johnson

Members: Mr B Smith

Mr C Davie

Appearances

For the Claimant: In person

Interpreter for Claimant: Mr B Soos (Hungarian speaking)

For the Respondent: Mr A Macmillan (counsel)

REMEDY JUDGMENT

1. The Respondent shall pay the Claimant the sum of **£12,893.73**, calculated as follows:

a. Basic Award - £3,167.68

b. Compensatory Award (comprising of) -

- i) *Net loss of Earnings*
(1/12/2017 to 30/11/2018) – Nil
- ii) *Loss of Statutory Rights* - £500
- iii) *Expenses* - £165
- iv) *Pension contributions* - £250.16
- v) *Share scheme payments*
(1/12/2017 to 30/11/2018) - £2,400.00
- vi) *Share scheme profits*
(on accrued payments at 30/11/2018) - £6,816.14

Sub total for compensatory award - £10,131.30

Plus 20% ACAS Code failure uplift - £12,157.56

Less 20% contributory fault - £9,726.05

Total compensatory award - £9,726.05

2. The recoupment provisions do not apply because the claimant did not receive any relevant benefit during the relevant period of the compensatory award.

Employment Judge Johnson

Date: ...18 January 2021.....

25.01.2021

Sent to the parties on:

J Moossavi

.....
For the Tribunal Office

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.



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