



EMPLOYMENT TRIBUNALS

Claimant: Ms N Hanis

Respondent: Promo Concepts Ltd

Heard at: Croydon (by cloud video platform) **On:** 15 January 2021

Before: Employment Judge Nash (sitting alone)

Appearances

For the claimant: Ms Nicholls of counsel

For the respondent: Mr Hine, solicitor

REMEDY JUDGMENT

1. The respondent shall pay to the claimant a Basic Award of £525 pursuant to her unfair dismissal.
2. The respondent shall pay to the claimant a Compensatory award of £16,671.66 pursuant to her unfair dismissal. This is composed of £13,993.42 for loss of earnings. This includes the sum of £2678.24 referable to the claimant's pension.
3. The respondent shall pay to the claimant the sum of £2211 as damages for breaching the claimant's contract of employment by failing to pay commission for December 2019 39 and for January 2020. The sum is awarded net of statutory deductions.
4. There is no award for notice pay.
5. The respondent shall pay to the claimant the sum of £335.34 as damages for breaching the claimant's contract of employment in respect of holiday pay. The sum is awarded net of statutory deductions.
6. The compensatory award is increased by 10% for failure to comply with the ACAS Code pursuant to Section 207A(2) TULR(C)A 1992 in the sum of £1667.17.
7. The award for breach of contract is increased by 10% for failure to comply with the ACAS Code pursuant to Section 207A(2) TULR(C)A 1992 in the sum of £254.63.

8. The awards are increased by the minimum amount of two weeks pay – being £1050 - pursuant to s38 Employment Act 2002.
9. Accordingly, the total payable to the claimant by the respondent under this judgment is £22714.81.
10. The recoupment provisions apply.
11. The prescribed element of this award is £13,993.42
12. The prescribed period is from 20.2.20 to 15.1.21.
13. The non prescribed element is £8721.38

Employment Judge Nash

Date 15 January 2021