



## EMPLOYMENT TRIBUNALS

**Claimant**

**Mrs Claire Donovan**

**Respondent**

**S. H Pratt Group**

### PRELIMINARY HEARING BY TELEPHONE

**Heard at: Watford**

**On: 22 October 2020**

**Before: Employment Judge Bedeau**

**Appearances:**

**For the Claimant:** Ms S Deforges, McKenzie Friend

**For the Respondents:** Mr A Campbell, Human Resources Director

### JUDGMENT

1. The claimant had successfully passed her probationary period and was entitled upon termination of her employment to 6 months' notice pay or pay in lieu of notice.
2. The respondent had breached the claimant's contract of employment by paying her only 3 months' pay in lieu of notice.
3. The respondent is ordered to pay the claimant the sum of £30,000 gross from which it shall deduct income tax and national insurance contributions and the net pay she receives shall not exceed £25,000, that being the statutory contractual limit of the tribunal.

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Employment Judge Bedeau  
22 October 2020

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Sent on 05/01/2021

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For the Tribunal

J Marlowe

**NOTE:** The parties can request written reasons for the judgment within 14 days from the date this judgment was sent but must be aware that in doing so the judgment with reasons will be on the Tribunal website accessible to members of the public