



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Dias
Respondent: Chandni Chowk Banqueting Hall Ltd
Heard at: Croydon (hybrid public hearing via CVP)
On: 23 March 2021
Before: Judge Brian Doyle (via CVP)

Representation

Claimant: Mr R Conteh, legal representative and the claimant
(both present in person at Croydon Employment Tribunal)
Respondent: Not in attendance or represented

JUDGMENT

1. The claimant's complaints of unfair dismissal, wrongful dismissal and non-payment of holiday pay are well-founded and the claim is upheld.

2. The respondent is ordered to pay to the claimant **the total sum of £21,570.00**, being the total of the following sums payable as due or in compensation:

Basic award for unfair dismissal	£
8 years @ 1.5 weeks @ £360.00 gross pay per week =	<u>4,320.00</u>
Compensatory award for unfair dismissal	
Loss of earnings @ 30 weeks @ £300.00 net pay per week =	9,000.00
Less wages earned in mitigation	-1,700.00
Loss of statutory employment rights =	<u>500.00</u>
	<u>7,800.00</u>
Compensation for wrongful dismissal	
8 weeks' notice pay @ £300.00 net pay per week =	<u>2,400.00</u>
Unpaid holiday pay	
38 days @ £72.00 gross per day =	<u>2,736.00</u>

Uplift under section 207A

Trade Union & Labour Relations (Consolidation) Act 1992

25% uplift upon £11,256.00 =

4,314.00

3. The recoupment regulations do not apply to this award.

Judge Brian Doyle
Date: 23 March 2021

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.