



EMPLOYMENT TRIBUNALS

Claimant: Mariya Gedzheva

Respondent: MACH Recruitment Ltd

Heard at: Nottingham

On: 8 April 2021

Before: Employment Judge Flint

Representation

Claimant: In person

Respondent: Not in attendance or represented

JUDGMENT

1. The Tribunal orders the respondent to pay the following compensation to the claimant for unfair dismissal:
 - a) Basic award of £1374.99;
 - b) Compensatory award of £1315.86
2. The Tribunal orders the respondent to pay the claimant the sum of £1488.48 for dismissing the claimant without notice, being damages for breach of contract.

Total award: £4179.33

REASONS

Background

1. This claim arises out of the claimant's dismissal on 31/8/2020.
2. The respondent failed to respond to the claim and the Tribunal gave judgment in default for the claimant on 5/2/2021.
3. The Tribunal fixed today's hearing to determine the claimant's remedy.
4. The claimant was a litigant in person and represented herself today. The respondent was not represented and did not appear. The claimant gave evidence to the Tribunal in person by affirmation.

The Facts

5. The claimant commenced employment with the respondent on 18/10/2016 on a temporary contract. On 1/9/2018 the claimant was appointed on a permanent contract in the role of On-site Coordinator. There was continuity of employment between the two contracts.
6. The claimant's contract stipulated that the respondent "may end the employment contract by giving the required period of statutory written notice". That period is four weeks.
7. During August 2020 the claimant took a period of leave. As this included air travel overseas, she was required to self-isolate upon her return to the UK in accordance with the Covid 19 emergency restrictions.
8. The claimant returned to the UK on 29/8/2020. On 30/8/2020 she requested that the respondent provide her with a laptop so that she could work from home for the self-isolation period. The respondent replied by email, notifying the claimant of her dismissal.
9. The effective date of termination of the employment was 31/8/2020.
10. The claimant's gross weekly pay at the date of termination was £458.33. Her net weekly pay was £372.12.
11. The claimant commenced new employment on 29/9/2020. Her gross weekly pay is £426.83. Her net weekly pay is £355.69. This is a temporary contract.
12. The claimant is seeking permanent and better paid employment. She anticipates being successful in or after October 2021.

The Award Calculation

13. The basic award of £1374.99 was calculated on the following information: The claimant was 32 years old on the effective date of termination, having been employed by the respondent for three full years with a finishing gross weekly wage of £458.33.
14. The compensatory award of £1315.86 was assessed as follows:
 - a) Loss of earnings for period from 29/9/20 to 8/4/2021 (date of hearing) to reflect reduced income in new job - £455.11;
 - b) Future loss of earnings from 9/4/2021 to 30/9/2021 reflecting the reduced income - £410.75;
 - c) Loss of statutory rights - £450
15. The damages for breach of contract of £1488.48 were calculated on the claimant's net weekly wage of £372.12 at the effective date of termination multiplied by the four weeks contractual notice entitlement.

Employment Judge Flint

Date: 8/4/2021

JUDGMENT & REASONS SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE