Case No: 3324578/2019



EMPLOYMENT TRIBUNALS

Claimant: Miss C Logue

Respondent: Beauty Secrets (Radlett) Limited

Heard at: Watford ET On: 31 March 2021

Before: Employment Judge Shastri-Hurst

Representation

Claimant: In person

Respondent: Mr L Jegede (solicitor)

JUDGMENT

- 1. The Claimant's claim of unfair dismissal succeeds:
- 2. The Claimant's claim for breach of contract (notice pay) succeeds;
- 3. The Claimant's claim for unauthorised deductions of wages succeeds:
- 4. The Claimant's claim for holiday pay fails;
- 5. The Claimant contributed to her own dismissal to the extent of 40%, this deduction to be applied to the basic and compensatory award for unfair dismissal;
- The Respondent failed to follow the ACAS Code of Practice on disciplinary procedures. A 25% uplift is therefore attached to the compensatory award;
- 7. The Respondent is ordered to pay the following sums to the Claimant:
 - a. Sums for unfair dismissal under paragraph 1 of £1380.66;
 - b. Damages for breach of contract under paragraph 2 of £307.15;
 - c. There is no separate award for the claim at paragraph 3 as this would lead to double recovery.

Case No: 3324578/2019

Employment Judge Shastri-Hurst

Date 7 May 21

JUDGMENT SENT TO THE PARTIES ON

20 May 21

FOR THE TRIBUNAL OFFICE

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/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.