



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Pikes

Respondent: Mr M Pygott

Heard at: Birmingham (by CVP) **On:** 28 May 2021

Before: Employment Judge Miller

Representation

Claimant: Mr G Probert (Counsel)

Respondent: Mr M Khoshdel (Counsel)

REMEDY JUDGMENT

1. In respect of her unfair dismissal complaint the respondent must pay the claimant the sum of **£11259.06** comprising of
 - a. A basic award of £5023.80; and
 - b. A compensatory award of £6235.26
2. In respect of the claimant claim for breach of contract (failure to pay notice pay) the respondent must pay the claimant the sum of **£2344.40**
3. In respect of the claimant's claim that she was not paid her holiday pay outstanding on termination of employment in accordance with regulation 14 of the Working Time Regulations 1998, the respondent must pay the claimant the gross sum of **£232.57** (this amount is subject to deductions for tax and national insurance)
4. In respect of the claim that the claimant was not given itemised pay statements that contain the particulars required to be included in a pay statement in accordance with section 8(2)(e) of the Employment Rights Act 1996, no financial

award is made.

5. The respondent must pay the claimant the sum of **£669.84** pursuant to section 38 Employment Act 2002 for the breach of his duty under section 4 Employment Rights Act 1996 to give the claimant a written statement of particulars of change of particulars to be given under section 1 Employment Rights Act 1996.
6. In accordance with Rule 66 of the Employment Tribunals Rules of Procedure 2013, the Respondent shall comply with this judgment by 30 June 2021.

Employment Judge Miller

Date 1 June 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.