



EMPLOYMENT TRIBUNALS

Claimant: Ms S Riaz

Respondent: Glamour Forever Ltd (R1)
SG HR Ltd (R2)

Heard at: Cardiff **On:** 11 June 2021

Before: Employment Judge Duncan

Representation:

Claimant: Mr Zaman, Counsel.

Respondent: No attendance

REMEDY JUDGMENT

It is the decision of Employment Judge Duncan that:

1. The claims against the Second Respondent, SG HR Ltd, are dismissed.
2. The First Respondent failed to provide the Claimant with a written statement of employment particulars and is ordered to pay the Claimant **£1229.72**.
3. The First Respondent was in breach of contract by terminating her employment without due notice and is ordered to pay **£1817.10**.
4. The First Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay the Claimant the gross sum of **£1229.72**.
5. The First Respondent unfairly dismissed the Claimant and the dismissal was automatically unfair. The provisions of Section 100 and Section 120 of the ERA 1996 apply and the First Respondent is accordingly ordered to pay the Claimant the minimum basic award sum of **£6562**.

Case Number:

6. The First Respondent shall pay the Claimant a compensatory award for loss of earnings in the sum of **£2228.16**.
7. The First Respondent shall pay the Claimant a compensatory award for injury to feelings the sum of **£5000**.
8. The compensatory award is subject to a 25% uplift due to the First Respondent's failure to act in accordance with the ACAS guidelines and shall pay the Claimant the sum of **£1807.04**.
9. The First Respondent shall pay the Claimant for loss of statutory rights the sum of **£350**.
10. The claimant is responsible for any income tax or employee national insurance contributions that may be due on the sums awarded in respect of unpaid holiday pay.

Employment Judge Duncan

Dated: 11th June 2021

JUDGMENT SENT TO THE PARTIES ON 15 June 2021

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS
Mr N Roche