



EMPLOYMENT TRIBUNALS

Claimant: Miss R Jeffery
Respondent: Busy Bees Nursery Limited
Heard at: Southampton (by CVP) **On:** 28 June 2021
Before: Employment Judge Dawson
Appearances
For the claimant: Representing herself
For the respondents: Ms Keogh, counsel

JUDGMENT

1. In respect of its breach of contract in respect of notice the respondent is ordered to pay to the claimant the sum of £3705.96.
2. In respect of the claimant's unfair dismissal, the respondent is ordered to pay to the claimant;
 - a. a basic award of £5406.18
 - b. a compensatory award of £15,122.87.

Employment Judge Dawson
Date: 28 June 2021

Judgment sent to the Parties: 07 July 2021

FOR THE TRIBUNAL OFFICE

Notes

Reasons

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.

CVP

The hearing was conducted by the parties attending by Cloud Video Platform. It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not appropriate in light of the restrictions required by the coronavirus pandemic and the Government Guidance and it was in accordance with the overriding objective to do so.

Recoupment

For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:

1. The monetary award is £24,235.01
2. The prescribed element is £10,973.24
3. The dates of the period to which the prescribed element is applicable is 20 July 2020 to 28 June 2021.
4. The monetary award exceeds the prescribed element by £13,261.77.