



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A R Miner  
**Respondent:** (1) Mr Paul Buckingham  
 (2) Sampaul Limited  
**Heard at:** Bristol (in public by CVP) **On:** 1 July 2021  
**Before:** Employment Judge Midgley  
**Appearances**  
 For the Claimant: Mr A Passman, Solicitor  
 For the Respondent: Did not attend

## JUDGMENT ON REMEDY

The respondents, who are jointly and severably liable, are ordered to pay the claimant **£8,582.65** the following sums:

|  |                  |
|--|------------------|
| 1. Unlawful deduction of wages   | £312.92          |
| 2. Wrongful dismissal  | £156.46          |
| 3. Unfair dismissal  |                  |
| 3.1. Basic award   | Nil              |
| 3.2. Compensatory award  | £6,094.63        |
| 3.3. Loss of Statutory rights  | £150.00          |
| <u>S.207A TULR(C)A 1992</u>  |                  |
| 4. The respondent unreasonably failed to comply with the ACAS Code of Conduct in dismissing the claimant<br>An uplift of 20% is applied: |                  |
| 4.1. Unlawful deduction of wages   | £62.58           |
| 4.2. Breach of contract notice pay   | £31.29           |
| 4.3. Unfair dismissal  | £1,248.93        |
| Subtotal   | £8056.81         |
| 5. Failure to provide written particulars of employment<br>An award of 4 weeks' pay  | £625.84          |
| <b>Total</b>   | <b>£8,682.65</b> |

**Employment Judge Midgley**  
**Date: 01 July 2021**

Judgment sent to the Parties: 08 July 2021

FOR THE TRIBUNAL OFFICE

**Note**

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.