



EMPLOYMENT TRIBUNALS

Claimant: Miss E Coppola
Respondent: Prestigious Homecare Limited
Heard at: Nottingham (via CVP)
On: 9 August 2021
Before: Employment Judge Smith (sitting alone)

Representation

For the Claimant: In person
For the Respondent: No attendance

JUDGMENT AT A REMEDY HEARING

1. The name of the Respondent is amended to “Prestigious Homecare Limited”.
2. The Respondent is ordered to pay to the Claimant the sum of **£297.60** as a basic award for unfair dismissal.
3. The Respondent is ordered to pay to the Claimant the sum of **£552.69** as a compensatory award for unfair dismissal, composed of the following elements:
 - 3.1. £403.89 representing the Claimant’s loss of earnings between the effective date of termination (12 March 2021) and 31 March 2021 when she would inevitably have been dismissed by reason of redundancy; and,
 - 3.2. £148.80 representing the Claimant’s loss of statutory rights.The Recoupment Regulations do not apply.
4. The Claimant was wrongfully dismissed in breach of contract. She was entitled to two weeks’ notice but the Tribunal makes no separate award of damages because of the principle against double recovery.

- 5. The Claimant’s claim for a statutory redundancy payment is dismissed.
- 6. The Claimant’s claim for compensation in respect of accrued but untaken annual leave (holiday pay) is dismissed.
- 7. The Claimant’s claims for arrears of pay and other payments are dismissed upon their withdrawal by her.

 Employment Judge Smith
 Date: 9 August 2021

Sent to the parties on:
 13 August 2021

 For the Tribunal:

Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being set to the parties.