



EMPLOYMENT TRIBUNALS

Claimant: Ms C German
Respondent: Boots Management Services Ltd
Heard at: Watford Employment Tribunal
On: 2 to 6 August 2021
Before: Employment Judge Quill;
Mr M Bhatti MBE; Ms B Handley-Howorth

Appearances

For the Claimant: Mr D Renton, counsel
For the respondent: Mr R Beaton, counsel

JUDGMENT

1. The claim for breach of contract (failure to pay in lieu of contractual holiday entitlement on termination) succeeds and the Respondent is ordered to pay the sum of £1767.26 gross. This judgment can be satisfied by paying the Claimant the net amount after account for any PAYE deductions, provided those PAYE deductions are appropriately paid to HMRC, or else by paying the gross sum to the Claimant, who must then account to HMRC.
2. There was no breach of the requirements of s8 the Employment Rights Act 1996 (itemised pay statements)
3. The Claimant was not dismissed and therefore not entitled to pay in lieu of notice or to damages for lack of notice.
4. The Claimant was not unfairly dismissed for any of the automatic reasons relied on (sections 100(1)(c), 104E or 104 of the Employment Rights Act 1996) or at all.
5. The Claimant was not dismissed within the meaning of section 39(7)(b) the Equality Act 2010
6. The complaints of sex discrimination, race discrimination, harassment and victimisation all fail and are dismissed.
7. Allegations 11a to 11o from the list of issues are all out of time, and the

tribunal does not extend time and therefore the tribunal does not have jurisdiction in relation to those complaints.

Employment Judge Quill

Date: 09 August 2021

JUDGMENT SENT TO THE PARTIES ON

1/9/2021

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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