



EMPLOYMENT TRIBUNALS

Claimant: Ms Rhiannon Roberts

Respondent: Master Cabs Ltd

Heard at: Cardiff **On:** Tuesday 9th November,
Wednesday 10th November and
Thursday 11th November 2021

Before: Employment Judge A Frazer (sitting alone)

Representation:

Claimant:

Mr E Murphy (lay representative)

Respondent:

Mr P O Callaghan (Counsel)

JUDGMENT

1. The Claimant's claims for unfair dismissal, wrongful dismissal, holiday pay and a failure to provide a s.1 statement of employment particulars are well founded.
2. The claim for unpaid wages stands dismissed.
3. There shall be a 50 % reduction to the basic award under s.122(2) Employment Rights Act 1996 and a 50% reduction to the compensatory award under s.123(6) Employment Rights Act 1996 to reflect contributory fault.

4. The issues of the extent of any loss of earnings award, the degree of uplift in respect of a failure to comply with the ACAS Code of Practice, the number of weeks' pay payable for the failure to provide a statement of employment particulars and the amount payable in respect of holiday pay shall be determined at the remedies hearing.
5. The effective date of termination was found to be 10th February 2020.

Employment Judge A Frazer
Dated: 13th November 2021

JUDGMENT SENT TO THE PARTIES ON 16 November 2021

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FOR THE SECRETARY OF EMPLOYMENT
TRIBUNALS Mr N Roche