



EMPLOYMENT TRIBUNALS

Claimant: Miss E Lumsden

Respondents: Carbon Zero Consultancy Limited

Heard at: Newcastle CFCTC **On:** 29 November 2021

Before: Employment Judge Arullendran

Representation:

Claimant: In person
Respondents: No appearance

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The Claimant's claim of automatic unfair dismissal contrary to section 103 of the Employment Rights Act 1996 is well-founded and the Respondent is ordered to pay to the Claimant the following compensation:
 - a. Basic award of £270
 - b. Compensatory award of £8,926.20.
2. The Claimant's claim of wrongful dismissal is well-founded and the Respondent is ordered to pay to the Claimant compensation in the sum of £324. This is a gross award and the Claimant shall be liable to the Inland Revenue for any tax and national insurance payments thereon.
3. The Claimant's claim under section 13 of the Employment Rights Act 1996 for the unauthorised deduction of wages is well-founded and the Respondent is ordered to pay to the Claimant the sum of £2,772. This is a gross award and the Claimant shall be liable to the Inland revenue for any tax and national insurance payments thereon.
4. The Claimant's claim for holiday pay under Regulation 14 of the Working Time Regulations 1998 is well-founded and the Respondent is ordered to pay to the

Claimant the sum of £234. This is a gross award and the Claimant shall be liable to the Inland Revenue for any tax and national insurance payments thereon.

- (a) Grand total = £9,196.20
- (b) Prescribed element = £6,210
- (c) Period of prescribed element from to January 2021 to 31 May 2021
- (d) Excess of grand total over prescribed element = £2,716.20

Regulation 4 (2) Employment Protection (Recoupment of Jobseekers Allowance & Income Support) Regulations 1996 apply.

Employment Judge Arullendran

Date: 29 November 2021

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made 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.