



EMPLOYMENT TRIBUNALS

Claimant

Ms E Du Cane

v

Respondent

Husen Moda Limited

Heard at: Watford Employment Tribunal

On: 7 September 2021

Before: Employment Judge Dobbie (sitting alone) by CVP

Appearances

For the Claimant: In Person

For the Respondent: Ms Wood (litigation consultant)

JUDGMENT

1. The Respondent's application, dated 6 September 2021, to reconsider the decision of Employment Judge Tobin dated 15 August 2021 (in which the Respondent was debarred from participating in proceedings) is refused for the reasons given orally at the hearing.
2. The Claimant is awarded compensation for unfair dismissal in the sum of £26,162.50 made up as follows (and subject to recoupment):
 - a. A basic award of £2,502.50
 - b. A compensatory award of £23,660.00
3. The Respondent shall pay the Claimant damages of £605.65 in respect of notice pay.
4. The Respondent shall pay £10,374.00 to the Claimant in respect of damages for holiday pay.
5. The recoupment provisions apply to part of the compensatory award (as described in the attached Annex) as follows:
 - (a) The total monetary award is £37,142.15

- (b) **The Prescribed Element is £20,248.80.**
- (c) The period to which the Prescribed Element relates is 18 September 2019 to 7 September 2021.
- (d) **The monetary award exceeds the Prescribed Element by £16,893.35.**

Employment Judge Dobbie

Date:10th September 2021

Sent to the parties on:

11 October 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.

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