



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms P Cwalina

v

Polish Village Bread Ltd

Heard at: Watford

On: 7 March 2022

Before: Employment Judge George

Appearances

For the Claimant: Mr J Davies, Solicitor

For the Respondent: Mr L Werenowski, Legal Representative

Tribunal appointed interpreter in the Polish language

JUDGMENT

The respondent is to pay to the claimant compensation for unfair dismissal in the sum of £3,784.56 calculated as follows:

Basic Award

4 X £538.00	2,152.00	
LESS 10% for conduct s.122(2)	(215.20)	
	1,936.80	1,936.80

Compensatory Award

2 weeks @ £577.29 (incl. pension loss but net of tax and NI) p.w.	1,154.58	
Loss of statutory rights	350.00	
	1,504.58	
s.124A ERA 10% deduction for conduct s.123(6) ERA	(150.46)	
Subtotal	1354.12	1,354.12

Total compensation before uplift	3290.92
15% ACAS uplift	493.63
Total compensation.	3784.56

J Sarah George

Employment Judge George

Date: ...8 March 2022

Sent to the parties on: 17/3/2022

N Gotecha

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.