



EMPLOYMENT TRIBUNALS

Claimant: Claire Cruickshank

Respondent: Trinity Brands UK Ltd

Heard at: London Central

On: 05 April 2022

Before: EJ W Brady

Representation

Claimant: In person

Respondent: Not in attendance and did not respond to ET1

JUDGMENT

1. The claimant was dismissed on 20 August 2021.
2. In breach of contract, the respondent failed to give the claimant notice of the termination of her employment or make a payment in lieu thereof. The respondent is therefore ordered to pay the claimant damages in the sum of 1 month's pay £2666.67 gross
3. In breach of Regulation 14(2) of the Working Time Regulations 1998, the respondent failed to pay the claimant a sum in lieu of 18 days' holiday that she had accrued but not taken by the date on which her employment terminated. It is ordered to pay her the sum of £2215.44 in this regard.
4. The respondent failed to pay redundancy payment to the claimant. The respondent is therefore ordered to pay the claimant damages of £1088 statutory redundancy pay.
5. The claimant's claim for unauthorised deduction of wages is well-founded. In breach of section 13(1) of the Employment Rights Act 1996, the respondent deducted from the claimant's wages £1723.08 without her authorisation. It is ordered to pay her the sum of £1723.08 gross.

The total amount the respondent must pay to the claimant is therefore £7693.19 gross. The claimant is responsible for any income tax or employee national

insurance contributions that may be due on the sums awarded in paragraphs 2, 3 and 4 and 5 above.

Employment Judge **Brady**

Date: 05 April 2022

JUDGMENT SENT TO THE PARTIES ON

.05/04/2022...

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

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