



EMPLOYMENT TRIBUNALS

Claimant: Miss Simone Nurse

Respondent: BAH Employment Ltd

Heard at: Birmingham remotely by video

On: 6 April 2022

Before: Employment Judge Battisby (sitting alone)

Representation

Claimant: Mr R McLean, counsel

Respondent: No attendance

JUDGMENT

1. The claimant was unfairly dismissed and the respondent is ordered to pay the claimant the following sums:

a)	Basic award (£346.15 x3)	£1,038.45
b)	Compensatory award	
	(i) Loss of earnings from 22 February 2021 to 18 April 2021 (8 weeks @ £296.35)	£2,370.80
	(ii) Loss of statutory rights	<u>£500.00</u>
		£2,870.80

Total award for unfair dismissal **£3,909.60**

2. Breach of contract claims

a) The claimant was wrongfully dismissed without notice and is awarded the sum of (£296.35 x 3 weeks) **£889.05**

b) In breach of contract the respondent failed to pay and the claimant is awarded the following net sums

(i)	Accrued holiday pay	£1,037.23
(ii)	Balance of holiday pay due for 3 days in Dec. 2020	£40.79
(iii)	Balance of outstanding pay	£877.71
(iv)	Employee's pension contributions	<u>£449.44</u>
	Total	£2,405.17

Total award for breach of contract **£3,294.22**

3. The total sum adjudged as due to the claimant is **£7,203.82**. The Recoupment Provisions apply to the loss of earnings element of the unfair dismissal compensatory award.

Employment Judge Battsby
Date: 6 April 2022

JUDGMENT SENT TO THE PARTIES ON 27/04/2022
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.

All judgments and any written reasons are published in full online shortly after a copy has been sent to the parties.