



# EMPLOYMENT TRIBUNALS

**Claimant:** Verity Bailey

**Respondent:** Cotswold Printing Co Limited

**Heard at:** Bristol via VHS    **On:** 22 – 23 March 2022

**Before:** Employment Judge King

**Representation**

Claimant: Susan Mansfield (lay representative)

Respondent: Did not attend

## JUDGMENT

1. The application for WFPG Ltd to be added as a Respondent is dismissed.
2. The application for Adam Soble to be added as a Respondent is dismissed.
3. The complaint of unfair dismissal is well founded. The Respondent unfairly dismissed the Claimant.
  - a. The Respondent is ordered to pay the Claimant the sum of £769.24 in respect of the Basic Award.
  - b. The Respondent is ordered to pay the Claimant the sum of £3,619.61 in respect of the Compensatory Award. This includes a 25% uplift for the Respondent's breach of the ACAS Code of Practice on Disciplinary and Grievance Procedures.
4. The complaint of breach of contract in respect of notice pay is well founded. The Respondent is ordered to pay the Claimant the sum of £1,923.10, subject to deductions for tax and National Insurance. This includes a 25% uplift for the Respondent's breach of the ACAS Code of Practice on Disciplinary and Grievance Procedures.
5. The complaint in respect of unlawful deductions from wages is well founded. The Respondent is ordered to pay the Claimant the sum of £377.01.

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6. The complaint in relation to unpaid holiday is not well founded and is dismissed.
7. The complaint in relation to unpaid pension contributions is not well founded and is dismissed.
8. The Claimant's application for a Time Preparation Order is granted. The Respondent is ordered to pay the Claimant £3,362.00 in respect of the Time Preparation Order.

Employment Judge King  
Date: 23 March 2022

Judgment sent to parties: 21 April 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.