



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Free

Respondent: Mr N Shah (trading as 'Jo's Organics')

Heard at: Cardiff

On: 4 April 2022

Before: Employment Judge Russell

Representation

Claimant: In person

Respondent: In person

JUDGMENT

1. The Claimant's claim of unfair dismissal is well-founded. The Respondent should pay the Claimant the sum of £450 in respect of the basic award and a compensatory award of £3,937.50 (consisting of £2,850 loss of earnings; £300 for loss of statutory rights; and a 25% uplift of £787.50 for Respondent's failure to follow the ACAS Code).
2. The Respondent made an unauthorised deduction from wages by failing to pay the Claimant a sum of notice pay. The Respondent is ordered to pay the sum of £300 gross being the gross sum unlawfully deducted.
3. The Respondent failed to provide the Claimant with a written statement of employment particulars. The Respondent is ordered to pay the Claimant the sum of £300 gross.
4. The total sum that the Respondent must pay the Claimant is **£4,987.50** gross.
5. The recoupment provisions do not apply to this judgment.

Employment Judge Russell

Date 7 April 2022

JUDGMENT SENT TO THE PARTIES ON 8 April 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

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

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.