



# EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mrs D Sahota**

**V Mr J and Mrs J Puaar t/a DomCare**

## FINAL HEARING

**Heard at: Birmingham by CVP**

**On: 3 December 2021**

**Before: Employment Judge Dean**

**Appearance:**

**For the Claimant: in person**

**For the Respondent: not in attendance**

## CORRECTED JUDGMENT

The Judgment of the Tribunal is that:

1. The claimant was unfairly dismissed by the respondent on 10 March 2020.
2. The claimant is awarded compensation for unfair dismissal in the sum of:
  - a. a basic award of £1255.68
  - b. a compensatory award of £4600.
  - c. The respondent having failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures apply in accordance with s207A of the Trade Union & Labour Relations (Consolidation) Act 1992 the award is uplift by 25% in the sum of £1588.92The respondent is ordered to pay the claimant compensation in the total sum of £7944.00 in respect of unfair dismissal.
3. The respondent made unlawful deductions from the claimant's pay in the sum of:
  - a. 2 weeks pay in the sum of £418.56
  - b. Unpaid sick pay in the sum of £942.50The respondent is ordered to pay to the claimant the sum of £1361.06.gross.

4. The respondent failed to pay the claimant in lieu of accrued and untaken holiday on the termination of her employment. The respondent is ordered to pay to the claimant the sum of £160.00 gross.

Employment Judge Dean

19 January 2022