



EMPLOYMENT TRIBUNALS

Claimant: Mrs Florence Andrews
Respondent: Haluk Dogruyol t/a the Cusp
Heard at: East London Hearing Centre (by Cloud Video Platform)
On: 8th-9th August 2022
Before: Employment Judge Travers

Representation

Claimant: Mr Andrews (the claimant's son)
Respondent: Mr McFarlane (Penninsula Business Services Limited)

This was an in-person hearing.

JUDGMENT

1. Under claim number 3207553/2021, the claimant is awarded a total sum of **£3,024.72**.
2. The sum awarded at paragraph 1 comprises the following components:

Unfair dismissal

The claimant was the subject of a constructive unfair dismissal by the respondent.

Basic Award:	£1710.72
(16 years service x 1.5 age multiplier x £71.28 p.w. gross)	
Compensatory award: (one month's pay)	£308.88 gross
Loss of statutory rights:	£300.00

Employment particulars

The respondent failed to give the claimant an adequate written statement of employment particulars.

The tribunal finds it just and equitable to award four week's pay: £285.12
(4 x £71.28)

Preparation time order

The claimant is awarded a preparation order on the basis of
10 hours preparation @ £42 per hour: £420

3. Upon its withdrawal by the claimant, the Tribunal dismissed the claimant's application in respect of payslips made under claim number 3206625/2021.

**Employment Judge Travers
Date: 9 September 2022**