



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S. Steel

**Respondent:** Mark Mills T/A Elegance Hair and Beauty

**Heard at:** Southampton Employment Tribunal (in person)  
**On:** 7<sup>th</sup> October 2022

**Before:** Employment Judge Lang

**Representation**  
Claimant: Ms. Dawson (Citizens Advice)  
Respondent: Not in attendance.

## JUDGMENT

1. The Judgment of the tribunal is that the Claimant was unfairly dismissed, for which the Respondent shall pay to the Claimant the sum of **£1,285.76** which comprises of:
  - a. Basic Award: £656.00.
  - b. Compensatory Award £629.76. That being the loss for a period of three weeks, at a weekly wage of £262.40 gross. The award being calculated on the gross basis to reflect the Claimant's loss, as she had not utilized all of her tax free allowance for the relevant tax year.
  - c. No ACAS uplift awarded.
  
2. The Respondent shall pay the claimant the further sum of **£1,353.98** being the net sum owed for accrued but unpaid holiday pay. That sum having been calculated as follows:
 

Claimant's holiday entitlement as per her contract: 36 days per year.  
 Claimant's holiday entitlement accrued for the year to her dismissal: 33 days  
 Days leave taken in the holiday year: 3  
 Days already paid for in the holiday year: 1.  
 Days therefore accrued but unpaid: 29  
 The Claimant's daily pay: 8hours x £8.20 = £65.60.  
 Daily pay (£65.60) x days owed (29) = £1,902.40.  
 Less £209.92 paid by the Respondent in March 2021 for untaken leave = £1,692.48.  
 Less 20% to represent tax at the basic rate (the basic award for unfair dismissal having utilised the Claimant's remaining tax free allowance) = sum owing £1,353.98.

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Employment Judge Lang  
Date: 7 October 2022

JUDGMENT SENT TO THE PARTIES ON  
13 October 2022 by Miss J Hopes

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.