



EMPLOYMENT TRIBUNALS

Claimant: Ms P Khan

Respondent: Scrivens Limited

Heard at: Midland West Employment Tribunal via CVP

On: 7 and 8 April 2022

Before: Employment Judge Fitzgerald

Representation

Claimant: In person

Respondent: Ms Whelan of the Respondent

JUDGMENT

1. The name of the Respondent is amended to Scrivens Limited.
2. The Claimant was unfairly dismissed by the Respondent.
3. The Respondent is ordered to pay the Claimant the sum of £4,825.86 net as a compensatory award subject to the recoupment provisions below. The Claimant is not entitled to a basic award as she has already been paid a statutory redundancy payment by the Respondent.
4. The Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349, apply. In accordance with those Regulations: (a) the total monetary award made to the claimant is £4,825.86; (b) the amount of the prescribed element is £4,825.86; (c) the dates of the period to which the prescribed element is attributable are 3 September 2020 to 31 August 2021; (d) the amount by which the monetary award exceeds the prescribed element is zero.
5. The Respondent admitted the Claimant's claims of holiday pay, unlawful deduction of wages and breach of contract in respect of failure to pay

expenses. By consent the Respondent is also ordered to pay the Claimant:

- a. 10.5 days holiday in the sum of £484.58;
 - b. One day's pay for overtime in the sum of £46.15; and
 - c. Expenses for mileage in the sum of £15.
6. The Respondent is entitled to deduct appropriate sums for tax and national insurance in respect of the payments for holiday pay and wages.

Employment Judge Fitzgerald

Date: 8 April 2022