



EMPLOYMENT TRIBUNALS

Claimant: Miss D Hoy

Respondent: Absolute Quality Care Limited (In Voluntary Liquidation)

Heard at: Newcastle CFCTC **On:** 21 November 2022

Before: Employment Judge Arullendran

Members: Ms L Jackson
Mr P Chapman

Representation:

Claimant: In person
Respondent: No attendance

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

1. The claimant's claim for holiday pay is dismissed upon withdrawal by the claimant.
2. The claimant's claim for unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 is well founded. The respondent is ordered to pay to the claimant the following:
 - a. Basic award in the sum of £736.00
 - b. Compensatory award in the sum of £1,588.50
 - (a) Grand total for unfair dismissal = £2324.50
 - (b) Prescribed element = £1588.50
 - (c) Period of prescribed element from 24 September 2021 to 18 November 2021
 - (d) Excess of grand total over prescribed element = £736

The Employment Protection (Recoupment of Jobseekers Allowance & Income Support) Regulations 1996 apply.

3. The claimant's claim of discrimination pursuant to section 15 of the Equality Act 2010 is well-founded. The respondent is ordered to pay to the claimant compensation in the sum of £7,104.05.
4. Total award = £9,428.55

Employment Judge Arullendran

Date: 22 November 2022

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.