



EMPLOYMENT TRIBUNALS

Claimant: Mrs Mary Jessop

Respondent: Lowdell Group Ltd

Heard at: London South via CVP On: 06 March 2023

Before: Employment Judge Krepski

Representation:

Claimant: Dr Sharp – Counsel

Respondent: None

JUDGMENT

1. The Claimant's claim of automatic unfair dismissal is well-founded.
2. The Claimant's complaint that there was an unauthorised deductions from her wages is well-founded. The Respondent made unauthorised deductions from wages by failing to pay the Claimant the money owed to her for work done in April, May and by failing to pay her holiday pay.
3. The Respondent was in breach of contract by failing to pay the Claimant her notice pay and by failing to make the necessary pension contributions.

4. The Claimant is awarded the following which the Respondent is ordered to pay:

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| Unfair dismissal – Basic award (gross) | £525.00 |
| Unfair dismissal – Compensatory award incl. 25% ACAS uplift (net) | £2,597.86 |
| Unauthorised deduction from wages – April discrepancy (net) | £73.62 |
| Unauthorised deduction from wages – April & May unpaid days (gross) | £962.50 |
| Unauthorised deduction from wages – Holiday pay (gross) | £721.88 |
| Breach of contract – Notice pay (gross) | £1,516.67 |
| Breach of contract – Pension (gross) | £183.00 |

06 March 2023
Employment Judge Krepski