



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Olcvele

**Respondent:** Ocho Steak House Limited

**Heard:** By CVP

**On:** 14 and 15 March 2023

**Before:** Employment Judge Craft

**Member:** Mr J Shah and Mr L Wakeman

**Representation**

Claimant: Herself (supported by Mr G Rockliffe)

Respondent: No attendance

## UNANIMOUS JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent.
2. The Respondent shall pay the Claimant a Basic Award of £427.28. The Claimant's compensatory award is limited to an award of £400 for her loss of statutory rights to which the Recoupment Regulations do not apply.
3. The Claimant was wrongfully dismissed by the Respondent.
4. The Respondent shall pay the Claimant damages for this wrongful dismissal of £427.68 for pay in lieu of notice due to her on termination of her employment.
5. The Respondent failed to provide written reasons for the Claimant's dismissal for which she had made a written request.
6. The Respondent shall pay the Claimant the sum of £570.24 for its failure to provide written reasons to the Claimant contrary to s.92 Employment Rights Act 1996.
7. The Respondent shall pay the Claimant accrued holiday pay of £299.64 for accrued holiday pay due to her at the date of her dismissal and unpaid by the Respondent.

8. The Claimants claims of disability discrimination arising from her disability, direct discrimination by association and failure to make reasonable adjustments contrary to s.13, 15 and 20/21 Equality Act 2010 are dismissed.

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Employment Judge Craft

Date: 21 March 2023

Judgment sent to the Parties on 30 March 2023

For the Tribunal Office

Note

Reasons for the judgment having been given orally 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.