



EMPLOYMENT TRIBUNALS

Claimant: Ms C Lickfold

Respondent: Firvale Clinic Limited

Heard at: Southampton

On: 21st April 2023

Before: Employment Judge Dawson

Appearances

For the claimant: Mr Large counsel

For the respondent: Mr Wayman, counsel

REMEDY JUDGMENT

1. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £661.30.
2. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of £661.30.
3. The claimant is entitled to a basic award of £3083.40 which the respondent is ordered to pay to her.
4. The claimant is entitled to a compensatory award of £8025.12 which the respondent is ordered to pay to her.
5. The payment of the above sums must be made by 19 May 2023.

For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:

1. *The monetary award is £12,431.12*
2. *The prescribed element is £7154.59*
3. *The dates of the period to which the prescribed element is applicable is 27 April 2022 to 28th February 2023.*
4. *The monetary award exceeds the prescribed element by £5276.53.*

Employment Judge Dawson
Date 21 April 2023

Judgment sent to the Parties on 04 May 2023

For the Tribunal Office

Notes

Reasons

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Amounts Awarded.

The sums are set out above were agreed between the parties on the basis of the findings of fact of the tribunal.