



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms V Tsvetanova

v

Griffin Catering Services Ltd

Heard at: Reading Employment Tribunal (by C.V.P.) **On:** 21 April 2023

Before: Employment Judge George, Mr N Ramgolam, Mr D Bean (sitting remotely)

Appearances

For the Claimant: in person

For the Respondent: Mr A Powis, solicitor

Interpreter in the Bulgarian language: Ms A Boffo

JUDGMENT

1. The respondent shall pay to the claimant the sum of **£895.41** in respect of holiday pay accrued but not taken on termination of employment
2. The respondent shall pay to the claimant compensation for unfair dismissal of **£2,306.81** calculated as set out in the following table.

Basic Award

EDT 25.09.2020

EDT adjusted by reason of s.86, 97 ERA

09.10.2020

3 X £461.54

1,384.62

LESS 80% for conduct s.122(2)

(1,107.70)

Basic Award

276.92

276.92

Compensatory Award

Prescribed Element

11 months @ £1,750 (incl. pension loss but net of tax and NI) p.c.m.

19,250.00

LESS earnings in alternative employment either earned or which would have been earned had C mitigation her loss

(9,600.57)

Subtotal	9,649.43	
s.124A ERA 80% deduction for conduct	(7,719.54)	
s.123(6) ERA		
Subtotal (Prescribed Element)	1,929.89	1929.89
 <u>Non-Prescribed Element</u>		
Loss of statutory rights	500.00	
s.124A ERA: 80% deduction for conduct	(400.00)	
s.123(6)		
Subtotal (non-prescribed element)	100.00	100.00
Total Award		2,306.81

3. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply. The prescribed element is £1,929.89 and the prescribed period is 25 September 2020 to 31 August 2021.

4. Total award for both claims is **£3,202.22**.

J Sarah George

Employment Judge George

Date: ...21 April 2023

Sent to the parties on:
12 May 2023
GDJ
For the Tribunal Office

Note

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.