



# EMPLOYMENT TRIBUNALS

**Claimant:** Louise Bartles

**Respondents:** R1) Rewrite3 Group Limited  
R2) The Bigger Fish Group Limited

## At a Hearing at the Employment Tribunal

**Heard at:** Nottingham **Heard on:** 25 May 2023

**Before:** Employment Judge Hutchinson

**Members:** A Blomefield  
C Tansley

### Representation

**Claimant:** In person  
**Respondent:** In person

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The claim of failing to consult in respect of a TUPE transfer fails and is dismissed.
2. The claim of unfair dismissal succeeds. The first Respondent is ordered to pay compensation to the Claimant:
  - 2.1. Basic Award **£856.50**.

2.2. Compensatory Award **£13,532.83**.

The Recoupment Regulations do not apply.

2.3. The first Respondent has made unauthorised deduction from the Claimant's wages and must pay the Claimant **£33,686.31 gross**.

2.4. The Claimant was dismissed in breach of contract in respect of notice and the first Respondent must pay damages to the Claimant of **£7,631.13**.

2.5. The first Respondent has failed to pay the Claimant's holiday entitlement and must pay the Claimant **£329.13**.

2.6. The first Respondent has not provided payslips to the Claimant and must pay an award in the sum of **£1,538.46**.

2.7. The first Respondent is ordered to pay costs to the Claimant in the sum of **£4,820.00**.

2.8. The total sum the first Respondent must pay to the Claimant is **£62,384.36**.

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Employment Judge Hutchinson

Date: 31 May 2023

**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.

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