



EMPLOYMENT TRIBUNALS

Claimant: Miss L Arrowsmith

Respondents:

1. Avacardy Limited
2. Holly Johnson
3. Lee Johnson

Heard at: Birmingham via CVP

On: 7 July 2023

Before: Employment Judge Bennett

Representation:

For the Claimant: Mr Nicholas of Wace Morgan Law

For the Respondent: No attendance

JUDGMENT ON REMEDY

1. This remedy hearing follows the judgment on liability that was entered for the Claimant on 18 February 2023 under Rule 21 of the Employment Tribunal Rules of Procedure 2013.
2. The Claimant's claim of breach of contract (in respect of notice pay) is well founded and the Respondent is ordered to pay the sum of **£883.62** (3 weeks x £294.54 per week);
3. The Claimant's claim of automatically unfair dismissal under section 103A and section 104 of the Employment Rights Act 1996 is well founded and succeeds and the Respondent is ordered to pay a compensatory award of **£3,690.13**;

4. The Claimant's claim of detriment contrary to section 47B of the Employment Rights Act 1996 is well-founded and succeeds and the Respondent is ordered to pay:
 - (a) **£2,250** in respect of injury to feelings (incorporating aggravated damages in the sum of £1,000); and
 - (b) interest of **£203.60**.

TOTAL COMPENSATION DUE = £7,027.35

Employment Judge **Bennett**

7 July 2023