



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Tam

Respondent: BE Foods Ltd

Heard at: Cardiff Employment Tribunal (by video) **On:** 11 September 2023

Before: Employment Judge E Macdonald

Representation

Claimant: Mr A Timol (Solicitor)

Respondent: no appearance or representation

JUDGMENT

1. The complaint of unfair dismissal is well-founded.
2. The complaint of unlawful deductions from wages contrary to s 13 Employment Rights Act 1996 and presented pursuant to s 23 Employment Rights Act 1996 is dismissed for want of jurisdiction, being out of time.
3. The claim for holiday pay is not well-founded and is dismissed.
4. The claim for breach of contract (notice pay) is well-founded.
5. The Respondent is ordered to pay to the Claimant the sums of £692.32 (basic award), £2,869.36 (compensatory award), and £500 (loss of statutory rights) in respect of the unfair dismissal, being a total of £4,061.70
6. No separate award is made in respect of notice pay.

Employment Judge **E Macdonald**

Date **11 September 2023**

JUDGMENT SENT TO THE PARTIES ON 12 September 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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.