



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss E Jehu

**Respondent:** Ms Carol Shaw t/a The Pet Spa

**Heard at:** Bristol (by VHS)  
2023

**On:** 29 – 30 August

**Before:** Employment Judge Gray-Jones (Sitting alone)

## Representation

Claimant: In person

Respondent: In person

# JUDGMENT

1. The Claimant's application to strike out the Response under Rule 37(1)(b) and (c) of the Employment Tribunals Rules of Procedure 2013 is refused.
2. The Claimant was unfairly dismissed by the Respondent.
3. The claim for breach of contract in respect of notice pay is well founded.
4. The claim for a statutory redundancy payment is dismissed on withdrawal.
5. The Respondent shall pay the following sums to the Claimant:
  - 1) A basic award of **£2000**.
  - 2) A compensatory award of **£717**.
  - 3) An award for breach of contract (notice pay) of **£1792.50**.
  - 4) There will be an uplift of 20% to the compensatory award and the award for notice pay for the Respondent's unreasonable failure to comply with the ACAS Code on Discipline and Grievances. This amounts to **£501.90**.
6. The total award is therefore **£5011.40**.
7. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.

Employment Judge Gray-Jones  
Date 31 August 2023

Judgment sent to the Parties on 18 September 2023

For the Tribunal Office

**Note**

Written reasons will not be provided unless 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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