



EMPLOYMENT TRIBUNALS

Claimant:

Miss D Kopanski

v

Respondent:

Ocean Consulting Limited

Heard at:

Reading (in person)

On: 19 October 2023

Before:

Employment Judge Hawksworth

Appearances

For the Claimant:

Ms C Smith (lay representative)

For the Respondent:

No attendance or representation

JUDGMENT

1. The complaint of unauthorised deduction from wages in respect of arrears of pay for February 2022 succeeds. The respondent is ordered to pay the claimant arrears of pay of £118. This is the gross sum due. If the respondent pays the appropriate deductions of tax and national insurance contributions to HMRC, the net sum may be paid to the claimant.
2. The claimant is entitled to a redundancy payment and this has not been paid in full. The claim for a redundancy payment succeeds. The respondent is ordered to pay the claimant £815 in respect of outstanding redundancy pay. This is the gross sum and must be paid in full.
3. The claim for holiday pay succeeds. The respondent is ordered to pay the claimant £3,250 in respect of 6.5 weeks' holiday leave which was accrued but untaken at the time her employment terminated. This is the gross sum due. If the respondent pays the appropriate deductions of tax and national insurance contributions to HMRC, the net sum may be paid to the claimant.
4. The claim for breach of contract succeeds. The respondent is ordered to pay the claimant £377.89 in respect of Nest pension contributions deducted from the claimant's pay but not paid to the pension scheme. This sum is the total net deduction and must be paid to the claimant in full.

5. The complaint of unfair dismissal succeeds. The respondent is ordered to pay the claimant a compensatory award of £3,322. This must be paid to the claimant in full.
6. The respondent failed to give the claimant written itemised pay statements.
7. The respondent unreasonably failed to provide the claimant with a written statement of reasons for dismissal. The respondent is ordered to pay the claimant £1,000 in respect of that failure. This must be paid to the claimant in full.

Employment Judge Hawksworth

Date: 19 October 2023

Sent to the parties on: 24 October 2023

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.

Public access to employment tribunal decisions:

All 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.