



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mrs W Miller**

**Sainath Limited**

**Heard at:** Watford by CVP

**On:** 11 September 2023

**Before:** Employment Judge Manley

**For the Claimant:** Mr M R Todd, counsel

**For the Respondent:** No attendance

## JUDGMENT

1. The claimant's complaints of constructive unfair dismissal, unpaid wages and holiday pay succeed.
2. The respondent is ordered to pay the following sums to the claimant:

(1) Basic award for unfair dismissal (26.5 x £406.36) **£10,768.54**

(2) Compensatory award for unfair dismissal

6 weeks' loss of net pay @ £345.35 £2072.10

Loss of £82.66 per week from dismissal for 46 weeks £3802.36

Loss of fringe benefits (£20 x 6) £120

Loss of statutory rights £350

Total compensatory award **£6344.46**

(3) Holiday pay 30.5 days @ £69.07 per day **£2106.63**

(4) Unpaid wages 18 December 21 to 18 February 22

£3177.222 less one payment of £380.32 **£2796.90**

**Total of (1), (2), (3) and (4)**

**£22,016.53**

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Employment Judge Manley

Dated 11 September 2023

Sent to the parties on:

19/10/2023

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For the Secretary to the Tribunals

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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.