



EMPLOYMENT TRIBUNALS

Claimant: Ms K Hughes

Respondent: Mrs L Davies T/A Wow Hair company

Heard at: Cardiff ET via CVP

On: 23 October 2023 at 10am

Before: EJ W Brady

Representation

Claimant: In person

Respondent: Ms Hunter (HR Rep)

JUDGMENT

1. The Claimant's claim for unfair dismissal is well-founded.
2. The Respondent was in breach of contract by dismissing the claim with only 2 weeks' notice when the contract required 4 weeks' notice.
3. The Respondent is ordered to pay the Claimant the following:
4. The Respondent shall pay to the Claimant compensation for unfair dismissal of £2932
5. The above sum comprises of the following:
 - a. £608 Basic Award gross
 - b. £1824 Compensatory award gross
 - c. Loss of statutory rights £500.00
6. Less Polkey reduction 0 %
7. The Respondent is also ordered to pay to the Claimant 2 weeks' Notice Pay £304
8. Total amount £3236.00
9. The Claimant has been in receipt of Universal Credit and is under a duty to notify the DWP of the award.

10. The Employment Protection (Recoupment of Benefit) Regulations 1996 apply to this award. The prescribed element is £1824.00. The prescribed period is 30th March 2023 to 23rd October 2023. The total monetary award is £3236.00. The amount to be paid to the claimant, pending recoupment of benefit, is £1412.

Employment Judge Brady

Date 23 October 2023

JUDGMENT SENT TO THE PARTIES ON 30 October 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.