



EMPLOYMENT TRIBUNALS

Claimant: Miss A Lillywhite

Respondent: Mr M Govindasamy t/a Dhana Stores

Heard at: Bristol **On:** 05 – 06 December 2023

Before: Employment Judge Gray-Jones

Representation

Claimant: Mrs K Lillywhite (Claimant's mother)

Respondent: In person

JUDGMENT

The Judgment of the Tribunal is as follows:

1. The Respondent unfairly dismissed the Claimant.
2. The claim for unauthorised deductions from wages is well-founded. The Respondent is ordered to pay the Claimant the sum of **£964.25** gross in respect of unpaid wages from 18 August – 01 September 2022.
3. The Respondent is ordered to pay the following sums to the Claimant in respect of the claim for unfair dismissal:
 - 1) A basic award of **£726.75**.
 - 2) A compensatory award of **£2399.32**.
 - 3) There will be an uplift to the compensatory award of 20% to reflect the Respondent's unreasonable failure to comply with the ACAS Code on Discipline and Grievances. This amounts to **£476.86**,
4. The total award in the claim for unfair dismissal is therefore **£3602.93**.
5. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.
6. The Respondent is ordered to pay the Claimant the further sum of **£969** (4 weeks' pay) under s,38 of the Employment Act 2002 as a result of his breach of his duty to issue the Claimant with a written statement of particulars of employment.

Employment Judge David Gray-Jones
Date: 07 December 2023

Judgment sent to the Parties on 03 January 2024

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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