



EMPLOYMENT TRIBUNALS

Claimant: Mrs Y Spaven
Respondent: Just in Case (Wine Merchants) Limited
Heard at: Southampton **On:** 5 February 2024
Before: Employment Judge Self

Appearances

For the Claimant: In Person
For the Respondent: No Attendance

JUDGMENT

1. The Claim of unfair dismissal is well founded and is successful and the Respondent shall pay the Claimant **£3,051.50** in compensation. (Basic award **£2,187** and Compensatory award **£864.50**. Recoupment does not apply.
2. The Claim of wrongful dismissal is well founded and is successful and the Respondent shall pay the Claimant **£1,458** in compensation.
3. The Claim for Holiday Pay is well-founded and is successful and the Respondent shall pay the Claimant **£8,164.80** in compensation.
4. The Claim for unlawful deduction of wages is well founded and is successful and the respondent shall pay **£500** in compensation.
5. Upon the Claimant not having a written contract of employment at the material times and pursuant to section 38 of the Employment Act 2002, the Respondent shall pay to the Claimant **£486** in compensation.
6. The total amount payable to the Claimant by the Respondent on account of this Judgment is **£13,660.30**.

Employment Judge Self
Date: 05 January 2024

Judgment sent to the Parties:
12 January 2024

For the Tribunal Office