



EMPLOYMENT TRIBUNALS

Claimant: Miss Violeta Butlovic

Respondent: D & D Commercial Services Ltd.

Heard at: East London Hearing Centre (by CVP)

On: 11 March 2024

Before: Employment Judge B Beyzade

Representation

For the Claimant: Mr Neil Eldem, Lay Representative (claimant's friend)
For the Respondent: Not present or represented

JUDGMENT

Employment Tribunals Rules of Procedure – Rule 21

In default of the respondent presenting a Response within the relevant time limit and having regard to Rule 21 of Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, the Judgment of the Tribunal is that:

- 1.1. The respondent has made an unauthorised deduction from the claimant's wages (holiday pay) and is ordered to pay the claimant the sum of ONE THOUSAND, EIGHT HUNDRED AND EIGHTY-ONE POUNDS AND SIXTY PENCE (£1881.60) subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment.
- 1.2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of ONE THOUSAND, THREE HUNDRED AND THIRTY-THREE POUNDS AND FORTY-FOUR PENCE (£1333.44) subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment.

- 1.3. The respondent shall pay to the claimant a statutory redundancy payment of 7.5 weeks x £333.36 gross weekly wage being £2,500.20 gross (TWO THOUSAND, FIVE HUNDRED POUNDS AND TWENTY PENCE).
- 1.4. The claimant was unfairly dismissed and the respondent is ordered to pay to the claimant the sum of £0.00 in respect of the basic award and a compensatory award in the amount of £2016.00.

Employment Judge B Beyzade
Dated: 11 March 2024

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislationpractice-directions/>

