



EMPLOYMENT TRIBUNALS

Claimant: Miss Catrin Thomas

Respondent: Mr Paul Collins t/a Carmarthenshire Coffee Company

Heard at: ET Cardiff by video

On: 03 May 2024

Before: Employment Judge N Webb

Representation

For the Claimant: Mr Lewis-Bale (Counsel)

For the Respondent: No appearance

JUDGMENT

1. The respondent was aware of the hearing following a notice sent on 28 March 2024. It was in the interests of justice to continue with the hearing in the absence of the respondent as they had not provided a response to the claim or made an application to participate in the proceedings following the order of Judge Sharp on 16 February 2024.
2. The respondent made an unlawful deduction from the claimant's wages.
3. The respondent wrongfully dismissed the claimant because the notice period was not paid.
4. The respondent did not pay the claimant for annual leave accrued but not taken at date of her dismissal.
5. The claimant was unfairly dismissed.
6. The claimant was harassed because of her sex.
7. At the date of dismissal, the claimant's weekly wage was £560.00 gross, £447.36 net.
8. I make the following awards:

Unlawful deduction from wages

- Wages for August 2022 = **£2426.14** gross

Wrongful dismissal

- Payment for notice period (1 month) = **£2426.14** gross

Holiday pay

- 1 day = **£112.00** gross

Basic Award

- 2 weeks @ £560.00 = **£1120.00** gross

Compensatory award

- Loss of Statutory Rights = £500.00
- Loss of Mortgage deposit = £500.00
- Award before adjustments = £1000.00
- Uplift for failure to follow ACAS (25%) = £250.00
- Total Compensatory Award = **£1250.00** gross

Injury to Feelings

- Damages = £10000.00
- Interest 617 days @ 8% = £1350.14
- Total = **£11350.14**

9. The respondent is ordered to pay the claimant **£18685.48**.
10. The respondent is responsible for paying tax and National Insurance contributions in respect of the awards for unlawful deduction from wages, wrongful dismissal and holiday pay.

Employment Judge N Webb

Date: 03 May 2024

JUDGMENT SENT TO THE PARTIES ON 7 May 2024

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.