



EMPLOYMENT TRIBUNALS

Claimant: Miss Darcey Foulser

Respondent: Anthony Katrina Associates Limited trading as AKA Communications

Heard at: Watford Hearing Centre

On: 5 April 2024

Before: Employment Judge G Tobin
Member: Ms K Charman

Representation
Claimant: Ms S Crozier (lay representative)
Respondent: Mr H Cottam (consultant)

REMEDY JUDGMENT

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by HM Courts & Tribunal Service Cloud Video Platform (wholly remote). A face-to-face hearing was not held because all of the relevant matters could be determined in this remote hearing.

Non-legal Member Mr R Jewell was not available for this hearing. The parties agreed to proceed with the reduced panel of Employment Judge Tobin and Non-legal Member Mrs K Charman (from the employer's panel).

UPON HEARING the evidence of the claimant and **CONSIDERING** her witness statement and schedule of loss and upon **HEARING** the submissions of the claimant and the respondent, it is the **UNANIMOUS JUDGMENT** of the Employment Tribunal that the respondent is ordered to pay the claimant compensation and/or damages for automatic unfair dismissal, non-payment or shortfall of wages and breach of contract in the sum of £4,466.92.

This award is made net, so liability for tax and national insurance (if any) shall be borne by the respondent.

Save as the ACAS Uplift, the figures below were agreed by the respondent's representative.

- Outstanding wages -	£1,174.29
- 2 days arrears of pay	£161.54
- Accrued and unpaid annual leave	£1,264.48
- Pension payment/loss of pension rights	£400.00

-	Loss of earnings	£646.16	
-	ACAS uplift of 22.5% -	<u>£820.45</u>	
			<u>£4,466.92</u>

There being no further matters outstanding, proceedings are now concluded.

Employment Judge Tobin
5 April 2024
JUDGMENT SENT TO THE PARTIES ON
29/5/2024
FOR THE TRIBUNAL OFFICE

Notes

Public access to Employment Tribunal decisions

All 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-legislation-practice-directions/>