



EMPLOYMENT TRIBUNALS

Claimant: Mrs K. Randall

Respondent: The Black Apollo Ltd

Heard at: Watford ET, via CVP **On:** 5 July 2024

Before: Employment Judge G. King

Representation

For the Claimant: In person

For the Respondent: Mr P. O'Callaghan

JUDGMENT

1. The Claimant's claim of unfair dismissal is well founded and succeeds.
2. The Claimant's claim in relation to unpaid holiday is well founded and succeeds.
3. The Respondent shall pay the Claimant a Basic Award of £2,638.22.
4. The Respondent shall pay the Claimant a Compensatory Award of £713.28.
5. The Respondent shall pay the Claimant £500.00 in respect of loss of Statutory Rights.
6. The Respondent shall pay the Claimant £909.78 in respect of unpaid holiday. This payment shall be subject to deductions for tax and National Insurance.
7. The total amount awarded to the Claimant is therefore £4,761.28, of which £909.78 is subject to deductions for tax and National Insurance.

Employment Judge G. King

Date: 5 July 2024

JUDGMENT SENT TO THE PARTIES ON
23 August 2024

FOR THE TRIBUNAL OFFICE

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-legislation-practice-directions/>