



EMPLOYMENT TRIBUNALS

Claimant: Ms N Daman
Respondent: Made in Thailand Ltd

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE

By video link

On: 13 September 2024

Before: Employment Judge Adkinson sitting alone

Appearances

For the claimant: Mr Okiki, lay representative

For the respondent: *Barred from taking part*

JUDGMENT

UPON hearing from the claimant's lay representative

UPON the respondent having failed to present a response and therefore being barred from taking part in proceedings without permission

AND UPON the respondent not seeking permission to take part

AND UPON noting that Employment Judge Hutchinson issued a judgment under rule 21 of the Tribunal's rules for liability only on 28 July 2024

AND UPON considering the oral evidence of the claimant

IT IS THE TRIBUNAL'S JUDGMENT THAT

1. The respondent has failed to pay to the claimant her holiday pay. The respondent must therefore pay to the claimant £1,001 gross.
2. The respondent has failed to pay to the claimant her 2 weeks' notice pay, and therefore must pay to her £462 gross
3. The respondent has unfairly dismissed the claimant and therefore must pay the following
 - 3.1. As a basic award, the sum of £462;
 - 3.2. As a compensatory award of £9,717 calculated as follows
 - 3.2.1. For loss of statutory rights the sum of £350;

- 3.2.2. For loss of earnings following dismissal, the sum of £7,392;
- 3.2.3. For expenses incurred seeking new employment, the sum of £35.
- 3.2.4. For failure to follow the Acas Code of Practice on dismissals, by way as an uplift, the sum of £1,940.

For the purposes of the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996, the required information is as follows:

Prescribed element [PE]: £7,392;

Prescribed period (inclusive) : 31 January 2024 and 13 September 2024;

Total awarded [TA]: £11,642; Balance [TA]-[PE]: £4,250.

Employment Judge Adkinson

Date: 13 September 2024

JUDGMENT SENT TO THE PARTIES ON

.....16 September 2024.....

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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 (except those under rule 52) 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/guidanceand-resources/employment-rules-and-legislation-practice-directions/>

