



# EMPLOYMENT TRIBUNALS

**Claimant:** Kiran Kaur Bhdaal

**Respondent:** Property Provider Ltd

**Heard at:** Leeds (by video) **On:** 24 September 2024

**Before:** Employment Judge T Knowles

## Appearances

For the claimant: In person

For the respondent: No appearance

# JUDGMENT

1. The Respondent shall pay to the Claimant compensation for unfair dismissal in the total sum of **£27,789.48** which is comprised of:

- a. A basic award of £1,029.24, and
- b. A compensatory award of £26,760.24.

2. The recoupment regulations do not apply.

3. The complaint that between 14 April 2021 and 23 July 2023 the respondent refused to permit the claimant to exercise the right to paid annual leave under the Working Time Regulations 1998 is well-founded. The respondent shall pay the claimant **£6,111.11** (gross). The Claimant shall be responsible for the payment of tax and/or national insurance from this sum. This is comprised of:

- a. £4,888.89 compensation the Tribunal considers just and equitable in all the circumstances under regulation 30(4) and
- b. £1,222.22 uplift under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992.

Employment Judge T Knowles

24 September 2024

JUDGMENT SENT TO THE PARTIES ON

13 November 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 and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>