



EMPLOYMENT TRIBUNALS

Claimant: Miss C Chamulewicz

Respondent: Jessica Davies

Heard at: Bristol Employment Tribunal

On: 24 January 2025

Before: Employment Judge Ferguson

Representation

Claimant: Mrs L Chamulewicz, the Claimant's mother

Respondent: Ms M Wahabi, consultant

JUDGMENT

It is the judgment of the Tribunal that:

1. The Claimant was an employee of the Respondent within the meaning of s.230(1) of the Employment Rights Act 1996.
2. The Claimant was a worker of the Respondent within the meaning of s.230(3) of the Employment Rights Act 1996.
3. The claim for notice pay fails and is dismissed.
4. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay the Claimant the sum of £1,407.
5. When the proceedings were begun the Respondent was in breach of its duty to provide the Claimant with a written statement of particulars of employment pursuant to s.1 of the Employment Rights Act 1996. In accordance with s.38 of the Employment Act 2002 the sums awarded to the claimant are increased by £669.22 (two weeks' pay).
6. The Respondent must pay the Claimant **£2,076.22** in total.

Employment Judge Ferguson

Date: 24 January 2025

JUDGMENT SENT TO THE PARTIES ON

13 February 2025

Jade Lobb
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/>