



# EMPLOYMENT TRIBUNALS

## BETWEEN

**Claimant**

**and**

**Respondent**

**Mrs Maria Miller**

**Mr John Scoble**

**Held at: Exeter**

**On: 19, 20 and 21 February 2024**

**Before: Employment Judge Smail  
Ms R Barrett  
Ms R Clarke**

### **Appearances**

**Claimant:** Mrs Diana Brown (Mother)  
**Respondent:** Mr Stephen Mellor (Accountant)

## **JUDGMENT**

1. The claims of disability discrimination are dismissed upon withdrawal.
2. The Claimant was unfairly dismissed by the Respondent.
3. The Claimant was not paid 2 weeks annual leave/bereavement leave for the weeks ending 2/4/22 and 9/4/22. The Respondent had agreed to pay these.
4. All other claims are dismissed.
5. The Respondent must pay the Claimant the following amounts within 14 days.

<b>No.</b>	<b>Head of Claim</b>		<b>Amount £</b>
1	Unpaid annual/bereavement leave	2 x 358 gross	716.00
2	Unfair Dismissal Basic Award		10,450.00
3	Compensatory award		
	(i) Loss of earnings	11,155	
	(ii) Loss of statutory rights	500	
	(iii) 20% uplift	2,331	
	(iv) Gross to net adjustment	-3,829.56	
			10,156.44

<b>4</b>	<b>Grand Total</b>		<b>£ 21,322.44</b>
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6. Full oral reasons were given at the hearing. If any party requires written reasons, they must email the Tribunal within 14 days of this Judgment being sent to the parties.

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Employment Judge Smail  
Date: 21 February 2024  
By Mr J McCormick  
South West Region

Judgment sent to the parties on:  
04 March 2024 By Mr J McCormick

For the Tribunal Office