



## EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Mollick

**Respondent:** Renaissance Personnel Limited

## JUDGMENT

1. The claim was presented in the Central London Employment Tribunal on 17 December 2024. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The respondent has made unauthorised deductions from the claimant's **wages** and must pay the claimant **£5,530.33 net** (comprising £4,424.26 net unpaid wages, plus £1,106.07, being a 25% ACAS Uplift for breach of the ACAS Code of Practice on Disciplinary and Grievance Procedures).
3. The claimant was dismissed in breach of contract in respect of **notice** and the respondent must pay damages to the claimant of **£896.24**.
4. The claimant was dismissed by reason of redundancy and is entitled to a **redundancy payment of £896.24**.
5. The respondent has failed to pay the claimant's **holiday** entitlement and must pay the claimant **£270.76**.
6. The respondent unfairly dismissed the claimant and shall pay the claimant **£500 compensation for unfair dismissal**, for loss of statutory rights. Recoupment does not apply to that sum.
7. The respondent failed to provide a **written statement of reasons for dismissal** under s92(2) Employment Rights Act 1996 and shall pay the claimant **£896.24**, being 2 weeks' pay, under s93(2) Employment Rights Act 1996.
8. The respondent failed to give the claimant a new statement of employment particulars pursuant to section 4 ERA 1996 for her role as Care Coordinator and

shall pay the claimant **£896.24**, being 2 weeks' pay, **under s38 Employment Act 2002**.

9. The respondent must pay the claimant **£9,886.05** in total.
10. The hearing listed on **1 July 2025** is cancelled.

Approved by:

**Employment Judge Brown**

**23 June 2025**

JUDGMENT SENT TO THE PARTIES ON

25 June 2025

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FOR THE TRIBUNAL OFFICE