



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C-J Lennard

**Respondent:** JOINT PUB VENTURES LTD

## JUDGMENT

### Employment Tribunals Rules of Procedure 2024 – Rule 22

1. The complaint of unfair dismissal is dismissed on withdrawal.
2. The respondent has made an unauthorised deduction from the claimant's wages in respect of hours actually worked and is ordered to pay the claimant the gross sum of **£1,707.54** (being £3206.04 wages properly payable less £1498.50 actually paid).
3. In addition, the respondent has made an unauthorised deduction from the claimant's wages in respect of SSP entitlement for 8 August 2024 and is ordered to pay the Claimant **£23.25**.
4. The Claimant has not demonstrated an entitlement to be paid for weeks in which there was no work, or for tronc payments. SSP is not payable for the other days of sickness because the qualifying criteria were not met.
5. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2307.69**.
6. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£989.01**.
7. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38

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Employment Act 2002 the respondent shall therefore pay the claimant **£ 1,912.08**  
(being £478.02).

Approved by : **Employment Judge Quill**

Date: 19 July 2025

JUDGMENT SENT TO THE PARTIES ON

28 November 2025  
AND ENTERED IN THE REGISTER

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FOR THE TRIBUNAL OFFICE

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