



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

MARIA DAVIES

V PEAR MARKETING LIMITED (IN LIQUIDATION)

HELD BY VIDEO ON: 24 FEBRUARY 2025

BEFORE: EMPLOYMENT JUDGE S POVEY

REPRESENTATION:

FOR THE CLAIMANT:

IN PERSON

FOR THE RESPONDENT:

NO ATTENDANCE

JUDGMENT

1. The complaint of unfair dismissal is made out and succeeds.
2. The complaint of wrongful dismissal is made out and succeeds.
3. The complaint of a failure to pay for statutory annual leave entitlement is made out and succeeds.
4. The Respondent must pay the Claimant the sum of £16,865.47 calculated as follows:

	£
4.1. Basic award (18 x £442.31)	7,961.58
4.2. Compensatory award (loss of statutory rights)	500.00
4.3. Damages in lieu of notice (12 x £319.32)	5,307.72
4.4. Uplift on damages in lieu of notice (25%)	1,326.93
4.5. Annual leave entitlement (20 days x £88.46)	<u>1,769.24</u>
Total	16,865.47

5. The Employment Protection (Recoupment of Jobseeker's Allowance & Income Support) Regulations 1996 do not apply.

Approved by:
EMPLOYMENT JUDGE S POVEY
Dated: 25 February 2025

Order posted to the parties on

27 February 2025

Kacey O'Brien

For Secretary of the Tribunals

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.