



EMPLOYMENT TRIBUNALS

Claimant: Ms L Ferrell

Respondent: N.P. Clubs Limited

Heard at: By video **On:** 1 February 2023

Before: Employment Judge S Moore

Representation

Claimant: Mr Whitcutt, Solicitor

Respondent: Did not attend

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent has made an unauthorised deduction from the claimant's wages by failing to pay the national minimum wage and is ordered to pay the claimant the net sum of £4.88.
2. 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 net sum of £1432.20, representing 11 week's notice pay.
3. The respondent has breached the contract of employment by deducting employee pension contributions from the claimant and failing to pay it to the pension provider and is ordered to pay the claimant the net sum of £199.79.
4. The claimant was unfairly dismissed by reason of redundancy and is entitled to a redundancy payment of £1432.20.
5. The respondent is ordered to pay the claimant a compensatory award in the net sum of £2204.66 which is made up of the following:
£1848.84 loss of earnings;
£260.40 loss of statutory rights;
£95.42 loss of pension.
6. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the net sum of £355.88.

7. The respondent was in breach of his duty to give a written statement of initial employment particulars and is ordered to pay the claimant £260.40 under s38 Employment Act 2002.

8. The Employment Protection (Recoupment of Benefit) Regulations 1996 apply to this award. The prescribed element is £1848.84. The prescribed period is 9 January 2021 to 1 February 2023. The total monetary award is £5890.01. The amount to be paid to the claimant, pending recoupment of benefit, is £4041.17.

Employment Judge S Moore

Date: 1 February 2023

JUDGMENT SENT TO THE PARTIES ON 3 February 2023
FOR THE TRIBUNAL OFFICE Mr N Roche

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.