



EMPLOYMENT TRIBUNALS

Claimant: Ms G Osornio

Respondents: (1) Mrs L Scovell
(2) Mr G Scovell

Heard: Central London by CVP

On: 29th and 30th June 2023

Before: Employment Judge Codd

Appearances

For the Claimant: Mrs L Scovell
For the Respondent: Mr Lansman (Counsel)

JUDGMENT

1. The Claimant was an employee of both the Respondents under S230 of the Employment Rights Act.
2. The Respondents wrongfully dismissed the Claimant and failed to pay her notice pay.
3. The Respondents unlawfully deducted holiday pay, overtime and one weeks pay from the Claimant.

4. The Respondents shall pay to the claimant **£2211.84** (net). The Respondents shall be responsible for ensuring that Tax and National Insurance contributions are paid to HMRC on the gross amount and ensure the claimant receives the net sums detailed above.
5. The Respondents shall pay to the Claimant **£145.09** in interest on the above sums.
6. The Respondent failed to apply the ACAS Code on Discipline and Grievance Procedures and they shall pay the Claimant a further **£552.96** for failure to comply with that code.
7. The Respondents shall pay the Claimant **£1770** for failure to provide the Claimant with a written statement of employment particulars.
8. For the avoidance of doubt the total of the above sums payable by the Respondent to the Claimant is **£4679.89**. This sum is payable within 14 days of this order. Any late payment beyond that time will attract a further daily interest payment of £10.25 per day.

Employment Judge Codd

30.06.2023

Sent to the parties on

30/06/2023.

For the Tribunal

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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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.

