



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Ryaboshapkina
Respondent: Elachi Group Ltd
Heard at: East London Hearing Centre (by CVP)
On: 3rd of August 2023
Before: Employment Judge Codd

Appearances

For the Claimant: Mrs K Ryaboshapkina
For the Respondent: Not in attendance

JUDGMENT

Rule 21 Employment Tribunals Rules of Procedure 2013

1. The claimant was unfairly dismissed by the respondent.
2. The respondent shall pay the claimant the following sums (within 28 days of receipt of this Judgment):
 - a) Notice pay of £1423 (gross) and the respondent shall ensure appropriate tax and national insurance deductions are paid to HMRC before sending the net sum to the claimant.
 - b) A basic award for unfair dismissal of £1423.80.
 - c) A compensatory award for unfair dismissal of £7119.00.
 - d) An uplift for the failure to comply with the ACAS code on discipline and grievance procedures of £2135.70.

- e) Compensation for failure to provide written reasons for dismissal of £949.20.

**Employment Judge Codd
Dated: 3 August 2023**