



EMPLOYMENT TRIBUNALS

Claimant: Ms I Abdulnasir

Respondent: Invicta Care and Training Ltd.

Heard at: Watford, by CVP

On: 11 February 2021

Before: Employment Judge Price

Representation

Claimant: In person

Respondent: Not appearing

JUDGMENT

1. The Claimant's claim for automatic unfair dismissal under section 104 of the Employment Rights Act 1996 is well founded.
2. The Claimant's claim for breach of contract is well founded.
3. The Claimant's claim for unauthorised deduction from wages is well founded.
4. The Respondent is liable to pay the Claimant the following sums:

Unfair dismissal:

Basic award: nil

Compensatory award: £455.07

Uplift of 25% for non-compliance with ACAS code of practice: £113.76

Total: £568.83.

Unauthorised deductions from wages:

Unpaid wages (net): £5434

Uplift of 25% for non-compliance with ACAS code of practice: £1358.50

Total: £6,792.50.

Breach of contract:

Notice pay (net): £468.

Uplift of 25% for non-compliance with ACAS code of practice: £117

Total: £585.

The total sum due and owing by the Respondent is **£7,946.33**.

Employment Judge Price

Date__11 February 2021__

JUDGMENT SENT TO THE PARTIES ON

9/3/2021

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FOR THE TRIBUNAL OFFICE

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.