



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms McDonald

**Respondent:** Dolwen Limited

**Heard at:** Cardiff via video      **On:** 9<sup>th</sup> December 2020

**Before:**

**Representation**

Claimant: In person

Respondent: Ms Oliver, solicitor

## JUDGMENT

1. The claimant was unfairly dismissed by the respondent. The respondent is ordered to pay the claimant **£3,031.82** compensation for unfair dismissal.
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this compensation.
3. The claimant is entitled to interest calculated at 8% per annum on any amount of this compensation that remains unpaid 14 days after the date of this judgment (per *Employment Tribunals (Interest) Order 2013 Art 3*)

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Employment Judge Howden-Evans

Date: 9<sup>th</sup> December 2020

JUDGMENT SENT TO THE PARTIES ON  
11 December 2020

.....  
AND ENTERED IN THE REGISTER

.....  
FOR THE OFFICE

## Appendix: Calculations

The claimant was 31 at the date of dismissal and had been employed by the respondent for over 2 years. Her gross weekly pay was £190.13. She has found alternative employment, but it has taken four months for her earnings to get up to the level she was previously earning.

### **Basic Award for Unfair Dismissal**

2 years' service x 1 x £190.13 = £380.26

### **Compensatory award**

#### **Loss of Earnings: From dismissal until November 2020**

As set out in the Schedule of Loss £2,151.56

**Loss of statutory rights** £500.00

**Total Award for Unfair Dismissal** **£3,031.82**

### 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.