



EMPLOYMENT TRIBUNALS

Claimant

Miss Izabela Kowalenko

v

Respondent

Reece Phillips;
t/a: UK Cleaning, now known as:
UK Cleaning Contracts Limited.

Heard at: Norwich (in person)
Before: Employment Judge Postle

On: 21 March 2024

Appearances

For the Claimants: In person

For the Respondent: Did not attend and was not represented

JUDGMENT

1. The Claimant was unfairly dismissed and the Claimant is entitled to a basic award in the sum of £1,569.60 and the Respondents are Ordered to pay that sum.
2. The Claimant is entitled to notice pay, the Respondents being in breach of contract and are Ordered to pay damages in the sum of: £1,046.40
3. At the termination of the Claimant's employment she had accrued holiday, untaken and the Respondents are Ordered to pay the sum of: £1,043.28
4. The Respondents failed to provide itemised pay slips and are Ordered to pay 4 weeks' pay in the sum of: £1,046.40
5. The Claimant was not entitled to immediate or future loss as she remained on sick leave, unable to work and in receipt of statutory sick pay after her employment was terminated.
6. The total award payable which the Respondents are Ordered to pay is:

£4,705.68

Employment Judge Postle

Date: 4 / 4 / 2024

Sent to the parties on: 15 April 2024

T Cadman
For the Tribunal Office

Note:

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.

Recording and Transcription

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. If a transcript is produced it will not include any oral Judgment or Reasons given at the Hearing. The transcript will not be checked, approved or verified by a Judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>