



Case Number: 3347070/2016

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Ms S Chappell

and

Respondent
John Esposito
t/a Surrey County Cars

Hearing held at Reading on 25 May 2017

Representation Claimant: In person
Respondent: In person

Employment Judge Mr SG Vowles (sitting alone)

JUDGMENT

Evidence

1. The Tribunal heard evidence on oath from both parties and read documents in a bundle provided by the parties. From the evidence heard and read the Tribunal determined as follows.

Notice Pay - article 3 Employment Tribunals Extension of Jurisdiction (E&W) Order 1994

2. The Claimant was entitled to 1 week's notice pay and is awarded **£486** in compensation.

Unauthorised Deduction from Wages – section 13 Employment Rights Act 1996

3. The Claimant was not owed any wages for additional hours worked. This claim fails.

Failure to Provide Statement of Employment Particulars – section 38 Employment Act 2002

4. The Respondent failed to provide a statement of employment particulars and the Claimant is awarded 2 week's pay of **£958**.

Loss of Statutory Rights

5. The Claimant was not entitled to compensation for loss of statutory rights. This claim fails.

Unreasonable Failure to Comply with ACAS Grievance Code of Practice – section 207A Trade Union & Labour Relations (Consolidation) Act 1992

6. The Respondent unreasonably failed to comply with the ACAS Grievance Code of Practice and the Claimant is awarded a 10% increase of **£464.68**.

Costs Order - Tribunal Fees

7. The Claimant is awarded **£390** in respect of Tribunal fees.

Total Award

8. The total award is **£2,298.68** and the Respondent is ordered to pay this sum to the Claimant.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

9. Reasons for this judgment were given orally at the hearing. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

Employment Judge Vowles

Date:25 May 2017

Sent to the parties on:

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For the Tribunals Office