



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Kaur

Respondent: Kaan Academic Ltd

RULE 21(2) HEARING

Heard at: Birmingham

On: 12 December 2019

Before: Employment Judge Camp

Appearances

For the claimant: Mrs M Berns, lay representative

For the respondent: no appearance

JUDGMENT

- (1) The claimant was constructively unfairly dismissed.
- (2) The claimant is awarded, and the respondent must pay her, compensation for unfair dismissal totalling £2,306.12, consisting of:
 - a. a basic award of £1,042.50;
 - b. a compensatory award of £1,263.62, made up of lost earnings of £769.06, lost pension contributions of £144.56, and £350 for loss of statutory rights.
- (3) The claimant was wrongfully dismissed (dismissed in breach of contract) and the respondent must pay her £695 gross in damages.
- (4) The respondent made unauthorised deductions from the claimant's wages and must pay her the sum of £930.10 gross, which is the amount of those deductions and consists of the wages she was entitled to be paid for the work she was entitled to carry out under her contract of employment, and was willing and able to carry out, between 29 April and 6 June 2019, including 'rolled up' holiday pay, less what she was paid for that period.
- (5) It is noted that towards the end of the hearing, the figure discussed for unauthorised deductions from wages was £1,114.82. That was the wrong figure and did not take into account the sum of £184.72 paid to the claimant for work done during May 2019.

- (6) The total sum payable by the respondent to the claimant is: **£3,931.22**
- (7) This Judgment was made and took effect on 12 December 2019.
- (8) Reasons for the Judgment were given orally at the hearing. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of the written record of the decision.

Employment Judge Mr Camp

12.12.2019

Sent to the parties on:

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For the Tribunal:

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