



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Miss Charlotte Lane

Chambers Media Ltd

Judgment

Heard at: Southampton by CVP and telephone

On: 26 February 2021

Before: Employment Judge Rayner

Appearances

For the Claimant: Mr Lane, claimants Father

For the Respondent: Mr Chambers, Director

1. The hearing was conducted by the parties attending by telephone and by video conference (CVP). It was held in public with the Judge sitting in open court in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not desirable in light of the restrictions imposed by the Health Protection (Coronavirus, Restrictions) (England) (Amendment) (No. 4) Regulations 2020 and the Health Protection (Coronavirus, Restrictions) (All Tiers) (England) Regulations 2020, as amended.
2. The claimant attended by CVP with her father Mr Lane. Mr chambers for the respondent attended by CVP with audio only initially but dropped out of the hearing shortly after it started. The respondent was then re-joined by a telephone link. Mr Chambers for the respondent then dropped out of the hearing and made contact by Email but did not dial back into the hearing and did not attempt to reconnect by the video link. After several attempts to contact him, and after receipt of emails from him, the hearing proceeded in his absence.
3. The claimant was wrongfully dismissed without notice. She was entitled to 4 weeks paid notice and the respondent will pay her **£1538.46 notice pay (gross)**.
4. The respondent has made an unlawful deduction from the claimants wages in respect of 3 days holiday pay. The respondent will pay the claimant the sum of **£230.40 gross** in respect of holiday pay.

5. The Total sum now payable by the respondent to the claimant is therefore as follows:

3 days holiday pay	£230.40
4 weeks notice pay	£1538.46
Total payable by respondent to the claimant	£1768.86

Employment Judge Rayner

Southampton

Date: 26 February 2021

Sent to the parties: 09 March 2021

FOR THE TRIBUNAL OFFICE