



EMPLOYMENT TRIBUNALS

Claimant

Ms P Cwalina

Respondent

Polish Village Bread Ltd

v

Heard at: Watford

On: 10 & 11 February 2022

Before: Employment Judge George

Appearances

For the Claimant: Mr J Davies, Solicitor

For the Respondent: Mr L Werenowski, Legal Representative

Tribunal appointed interpreter in the Polish language

JUDGMENT

1. The claims for redundancy payment and unauthorised deduction from wages are dismissed on withdrawal.
2. The claimant was unfairly dismissed.
3. There will be no deduction from compensation to take account of the prospect that the claimant would have been fairly dismissed had a fair process taken place.
4. There will be a 10% deduction from the basic award (under s.122(2) of the Employment Rights Act 1996) and from the compensatory award (under s.123(6) of the ERA) because of conduct.
5. The period of the loss is 21 January 2021 to 9 February 2021.

ORDERS made under the Employment Tribunals Rules of Procedure 2013

1. All remaining issues will be considered at a **Remedy hearing on 7 March 2022 to be heard at Watford Employment Tribunal**, 3rd Floor, Radius House, 51 Clarendon Road, Watford, Hertfordshire, WD17 1HP. The

hearing is scheduled to last 2 hours. A Polish interpreter has been requested. The hearing will start at 14.00. The respondent may attend by representative only, without directors of the company being in attendance, if so advised.

2. The claimant is to send an updated schedule of loss to the respondent and to the Tribunal by **18 February 2022**.

3. The respondent is to send a counter-schedule of loss to the claimant and to the Tribunal no later than **25 February 2022**.

Employment Judge George

Date: ...2 March 2022

Sent to the parties on:

4 March 2022

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.