



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss Claudia Holness

v

The Salvation Army Trust Company

Heard at: Watford

On: 6 July 2020

Before: Employment Judge Alliott (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Mr S Parmar (in-house solicitor)

JUDGMENT

1. The judgment of the tribunal is that:
 - 1.1 the claimant was unfairly dismissed.
 - 1.2 The respondent is ordered to pay the claimant compensation in the total sum of **£639.44**, made up as follows:
 - (i) A basic award of £439.44
 - (ii) Loss of statutory rights £200.00

REASONS

1. The claimant was employed on 11 October 2016 and dismissed with effect on 28 August 2019. She therefore had two full years of service.
2. The respondent has decided not to contest liability. Accordingly, the claimant's complaint of unfair dismissal is well founded.
3. The claimant was born on 17 August 1970 and so her two full years of service were whilst she was over the age of 41.
4. The claimant worked two days a week (Tuesday and Wednesday), 17.5 hours per week @ £8.37 per hour. A week's pay was £146.48.

5. Basic award:

2 years @ 1 ½ @ £146.48 = £439.44

6. The claimant obtained another job on 5 September 2019 (a Thursday) the next week. This was for more hours at a higher hourly rate. On a week to week basis the claimant suffered no loss of earnings. Accordingly, I assess the compensatory award for loss of earnings is £0.

7. Loss of statutory rights:

I would award £500 to a claimant working five days a week. As the claimant worked two days per week so I award her £200.00.

Employment Judge Alliott

4 September 2020

Date:

7 September 2020

Sent to the parties on:

J Moossavi

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For the Tribunal Office