



## EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Nowak

**Respondent:** South Coast Hotels Ltd

**Heard at:** Southampton (in person and by CVP) On: 4, 5, 6 January 2021

**Before:** Employment Judge Dawson, Mr Flanagan, Mr Shah

### Appearances

**For the claimant:** Mr Koralewski

**For the respondent:** No attendance

## JUDGMENT

1. The claimant's claim of unfair dismissal is well-founded and the respondent is ordered to pay to the claimant;
  - a. a basic award of £2280 and
  - b. a compensatory award of £1021.01.
2. The respondent was in breach of contract and the respondent is ordered to pay damages to the claimant in the sum of £468.31.
3. Pursuant to section 38 Employment Act 2002 the respondent is ordered to pay the claimant the sum of £760 being equivalent to 2 weeks wages.
4. The claim of discrimination is dismissed.

Employment Judge Dawson

Date 6 January 2021

Judgement sent to the parties on 21 January 2021

FOR THE TRIBUNAL OFFICE

Notes

Recoupment

The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to the award recorded in this judgment upon the tribunal being satisfied that in the period between the termination of her employment and the date of the tribunal hearing the claimant has not received any relevant benefits.

Reasons

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

CVP

The hearing was conducted by the parties attending, in part, by Cloud Video Platform. It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not appropriate for the latter part of the hearing in light of the restrictions required by the coronavirus pandemic and the Government Guidance and it was in accordance with the overriding objective to do so.