



EMPLOYMENT TRIBUNALS

Claimant: Mrs G Harrison

Respondent: J Dakshana Limited

Heard on 17 September 2021 (by remote video hearing – CVP)

Before: Employment Judge D N Jones

Appearances

For the claimant: In person

For the respondent: Not in attendance

JUDGMENT

The respondent and its representative having not attended the hearing;
And such enquiries as were practicable having been made in the form of a telephone call to the representative of the respondent at the commencement of the hearing;
And no adequate explanation having been provided for the failure to attend;
And no application having been made for a postponement;
The Tribunal proceeded with the hearing pursuant to rule 47 and held:

1. The claimant was employed by the respondent at the date of her dismissal.
2. The claimant was unfairly dismissed by the respondent.
3. The respondent shall pay to the claimant compensation in respect of the unfair dismissal in the sum of **£1,680**, comprising a basic award of £800 and a compensatory award of £880 (loss of earnings for 4 weeks and an increase of 10%, being £80, as a consequence of the unreasonable failure of the respondent to comply with the ACAS Code of Practice on Discipline and Grievance procedures). The compensatory award does not include a sum for loss of statutory rights as the claimant's employment was to terminate by her own notice within 4 weeks in any event.
4. The respondent shall pay to the claimant the further sum of **£800** in respect of untaken leave at the termination of her employment.

Employment Judge D N Jones

Date: 20 September 2021