



EMPLOYMENT TRIBUNALS

Claimant: Mrs Carol White
Respondent: Ollerton and District Economic Forum
(a company limited by guarantee)

FINAL HEARING

Heard at: Nottingham (in public) **On:** 9 February 2018
Before: Employment Judge Camp (sitting alone)

Appearances

For the claimant: in person
For the respondent: no appearance

JUDGMENT

1. The claimant was dismissed by reason of redundancy and the respondent must pay her a statutory redundancy payment in the sum of £5,540.00
2. The claimant was dismissed in breach of contract and the respondent must pay her a sum of £2,825.00 in damages.
3. The respondent made unauthorised deductions from the claimant's wages and must pay her £1,335.00, being the amount of the deductions.
4. The respondent must pay the claimant a sum of £172.50 in compensation for accrued but untaken holiday under the Working Time Regulations 1998.
5. The total sum payable by the respondent to the claimant is **£9,872.50**
6. **FINANCIAL PENALTY**
The tribunal is of the opinion that the respondent's breaches of the claimant's rights to which this claim relates have one or more aggravating features and that a final penalty is appropriate. The respondent is ordered to pay a penalty under section 12A of the Employment Tribunals Act 1996 in the following amount: **£4,936.25**



7. This judgment takes effect on 9 February 2018.
8. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of the written record of the decision.

Employment Judge Camp 9 February 2018

SENT TO THE PARTIES ON
15.2.18

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S.Cresswell
.....

FOR THE TRIBUNAL OFFICE

ANNEX TO THE JUDGMENT (Financial Penalty)

To the respondent:

The Tribunal has, under section 12A of the Employment Tribunals Act 1996, imposed a financial penalty on the respondent in the sum of £9872.50. That sum is now payable to the Secretary of State.

Responsibility for the collection of that payment has been passed to a Debt Collection Agency who has been appointed by the Department of Business, Energy and Industrial Strategy, to collect such penalties on behalf of the Secretary of State.

The Debt Collection Agency will contact you within the next few days to explain how that payment should be made.

You should note that if the financial penalty is paid no later than 21 days after the date this document is sent to you, the sum payable is reduced by 50%.

In the event of an application for reconsideration of, or appeal against, the decision to impose a financial penalty recovery will be suspended until the outcome of the application for reconsideration or appeal is known. **However, please note that the 21 day period referred to above is not affected by any application for appeal or reconsideration.**