



EMPLOYMENT TRIBUNALS

Claimant: Ms Sheila Dyer

Respondent: Permendum Limited

Before: EMPLOYMENT JUDGE CORRIGAN
Sitting Alone

Representation

Claimant: In Person

Respondent: No appearance,
No response received for claim number 2302210/2020

**Hearing by CVP
(Ashford)**

On: 5 October 2020

JUDGMENT

This was a remote hearing which was not objected to by the parties. The form of remote hearing was V – Video (CVP). A face to face hearing was not held because it was not practicable. I was referred to the ET1s, the ET3 for claim number 2300617/2020, the Case Management Order dated 30 April 2020, the Companies House record for the Respondent and the bundle prepared by the Claimant.

1. This matter was originally listed as a face to face hearing. It was converted to a telephone preliminary hearing due to the Covid-19 pandemic and the lack of resources to hear it face to face.
2. The Claimant's claim of unlawful deduction of wages is well-founded and the Respondent is ordered to pay £2,355.72, subject to the appropriate deductions for tax and National Insurance (if any).
3. The Claimant was constructively unfairly dismissed by the Respondent and is awarded compensation of £2,763.70 to be paid by the Respondent to the Claimant. This sum consists of:

Basic award	£396.90
-------------	---------

Compensatory award £2366.80

(loss of earnings £2116.80 (32 weeks at £66.15)
and loss of statutory rights of £250)

4. Recoupment does not apply to this award.
5. The Claimant was wrongfully dismissed without her entitlement to 4 weeks' notice but no separate award is made as this overlaps with the unfair dismissal award.
6. The total to be paid by the Respondent to the Claimant is £5,119.42, subject to the appropriate deductions of tax and National Insurance in respect of the figure at paragraph 2 above (if any).

Employment Judge Corrigan

5 October 2020