



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Smith  
**Respondent:** Sparkford Events Management Limited

**Heard at:** Bristol Employment Tribunal      **On: 5 March 2021**  
(By Cloud Video Platform)

**Before:** Employment Judge J Bax

## Representation

**Claimant:** Mrs Smith (in person)  
**Respondent:** Did not attend

# JUDGMENT

1. The claim that there was an unlawful deduction from wages between 16 March 2020 and 27 April 2020 was well founded and the Respondent is ordered to pay the Claimant the gross sum of £792.
2. The Claimant was entitled to a statutory redundancy payment and the Respondent is ordered to pay the Claimant the sum of £396.
3. The Respondent dismissed the Claimant in breach of contract and the Respondent is ordered to pay the Claimant notice pay of £264 gross.
4. The Respondent was in breach of the Claimant's contract in that it did not pay the Claimant's and its pension contributions into her nest account and the Respondent is ordered to pay the sum of £580.
5. The Respondent unfairly dismissed the Claimant. The Respondent is notionally ordered to pay the Claimant a basic award, however no additional award is made as the Claimant has already been awarded a redundancy payment. No additional sums were sought by the Claimant.

Employment Judge J Bax  
Date: **05 March 2021**

Judgment sent to the parties: 11 March 2021

FOR THE TRIBUNAL OFFICE

## Note

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.