



EMPLOYMENT TRIBUNALS

Claimant: Mrs K. McHale (C1)
Mrs F. Holland (C2)

Respondent: Cefn Druids Football Club Ltd

HELD AT: Wrexham **ON:** 4th March 2021

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: Mrs Holland represented both herself and Mrs Holland

Respondent: Mr. D. Williams, Director

JUDGMENT

The judgment of the Tribunal is:

1. Mrs McHale's claims, where she is referred to as C1:

1.1. Status:

C1 was an employee employed by the respondent from 12th October 2017 until her dismissal on 3rd December 2019 and she is entitled to claim Unfair Dismissal.

1.2. Unfair Dismissal:

1.2.1. C1 was unfairly dismissed by the respondent on 3rd December 2019;

1.2.2. The respondent shall pay to the claimant in respect of this finding:

1.2.2.1. Basic Award:£246.30.

1.2.2.2. Compensatory Award: loss of statutory protection (the only claimed award): £82.10. There was no claim for loss of earnings and recoupment of benefits does not apply.

1.3. Wages:

1.3.1. The respondent made unauthorised deductions from C1's wages, three weeks wages were unpaid.

1.3.2. The respondent shall pay C1 £246.30 in respect of this finding.

1.4 Breach of contract – Notice:

1.3.3. The respondent breached C1's contract by terminating her employment without giving due notice.

1.3.4. The respondent shall pay C1 £164.20 in respect of this finding.

1.4. Written employment particulars:

1.4.1. The respondent failed to provide C1 with a written statement of employment particulars.

1.4.2. The respondent shall pay C1 £164.20 in respect of this finding.

1.5. **TOTAL AWARD:** in consequence of the above the respondent shall pay to C1 the total sum of £903.10.

2. Mrs Holland's claims, where she is referred to as C2:

2.1. Status:

C2 was an employee employed by the respondent from 14th January 2018 until her dismissal on 3rd December 2019 and she is not entitled to claim Unfair Dismissal as this was less than two years continuous employment.

2.2. Unfair Dismissal:

C2 's claim that she was unfairly dismissed is itself dismissed. The tribunal does not have jurisdiction.

2.3. Wages:

2.3.1. The respondent made unauthorised deductions from C2's wages, three weeks wages were unpaid.

2.3.2. The respondent shall pay C2 £246.30 in respect of this finding.

2.4. Breach of contract – Notice:

2.4.1. The respondent breached C2's contract by terminating her employment without giving due notice.

2.4.2. The respondent shall pay C2 £82.10 in respect of this finding.

2.5. Written employment particulars:

2.5.1. The respondent failed to provide C2 with a written statement of employment particulars.

2.5.2. The respondent shall pay C2 £164.20 in respect of this finding.

2.6. TOTAL AWARD: in consequence of the above the respondent shall pay to C2 the total sum of £492.60.

Employment Judge T.V. Ryan

Date: 04.03.21

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.