



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Taylor

**Respondent:** K Fresh Ltd

This has been a remote hearing, by cloud video platform (V): A hearing in person was not practicable because of the present restrictions due to Covid 19.

**On:** 19 March 2021

**Before:** Employment Judge D N Jones

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr T Kirkwood, Managing Director

# JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. Had the respondent used a fair procedure there was a 60% chance the claimant would have been dismissed by reason of redundancy in any event.
3. The respondent shall pay to the claimant compensation in respect of the unfair dismissal in the sum of **£2,774**, That is a compensatory award comprising losses of earnings from 15 April 2020 to the date of hearing, £6,635, and loss of statutory rights of £300, £6,935, less 60% for the chance the claimant would have been made redundant.
4. The recoupment provisions set out in the attached schedule apply. The prescribed element is £2,654 and the prescribed period is 15 April 2020 to 19 March

2021. The total award exceeds the prescribed element by £120. The claimant received universal credit before the dismissal.

Employment Judge D N Jones

Date: 19 March 2021

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