



EMPLOYMENT TRIBUNALS

Claimant: Monika Bien

Respondent: Baltic Store NT Limited

Heard at: Liverpool **On:** 2 February 2021

Before: Employment Judge Horne

Representatives

For the claimant: Mrs M Inkin, litigation executive

For the respondent: did not appear, was not represented, and participation restricted under rule 21 of the Employment Tribunal Rules of Procedure 2013

Interpreter

Miss Samus (Polish)

JUDGMENT

1. The claimant was unfairly dismissed.
2. The respondent is ordered to pay the claimant a basic award of £706.06 and a compensatory award of £3,858.10.
3. The respondent is additionally ordered to pay the claimant the sum of £578.70 under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 for failing to comply with a relevant ACAS Code of Practice.
4. The tribunal is satisfied that the provisions of the Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.
5. The respondent breached the claimant's contract by failing to give notice of termination and is ordered to pay her damages assessed in the sum of £620.00 (gross).
6. The respondent made an unlawful deduction from the claimant's accrued holiday pay on termination of employment and is ordered to pay her the sum of £3,018.41 (gross).
7. The total amount payable by the respondent to the claimant is £8,781.27.

Employment Judge Horne

2 February 2021

SENT TO THE PARTIES ON

24 February 2021

FOR THE TRIBUNAL OFFICE

Notes:

- (1) The hearing code "V" in the heading to this judgment indicates that the hearing took place on a remote video platform. Neither party objected to the format of the hearing.
- (2) The claimant will be liable to pay tax and national insurance on the gross sums awarded to her in paragraphs 5 and 6.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2413484/2020**

Name of case: **Ms M Bien** v **Baltic Store NT Limited**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **24 February 2021**

"the calculation day" is: **25 February 2021**

"the stipulated rate of interest" is: **8%**

For and on Behalf of the Secretary of the Tribunals