



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Sharma

Respondent: Emma's Beauty (Epsom) Limited

RULE 21 JUDGMENT

1. The claimant was entitled to a redundancy payment and the respondent is ordered to pay £3,000 to the claimant (9 x one week's pay and 2 x 1.5 week's pay based on the weekly gross pay of £250, the claimant's date of birth and length of service on the claim form).
2. The claimant was wrongfully dismissed without 11 weeks' notice (based on 11 complete years' service) and is awarded notice pay of £1,154.51 (£2,515.15 (11 x £228.65 net) minus income received of £1360.64 net).
3. The claimant was unfairly dismissed by the respondent and is awarded compensation for loss of statutory rights of £500. Otherwise, the loss for unfair dismissal overlaps with the claims above and no additional award is made.
4. There was no separate claim for failure to pay pension contributions during the employment.
5. Recoupment does not apply to this award.

Employment Judge Corrigan
London South
14 November 2022

Public access to Employment Tribunal Judgments

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