



THE EMPLOYMENT TRIBUNAL

Claimant: Mrs Julie Crick
Respondent: Blue Ocean Brookwood Limited (In administration)
Held at: East London Hearing Centre (By video)
On: 9 February 2022
Before: Employment Judge Siddall

Representation

For the Claimant: In person
For the Respondent: No attendance and no representation

JUDGMENT ON PRELIMINARY HEARING

The judgment of the Employment Tribunal is that:

1. The claim for unfair dismissal under section 104(4) of the Employment Rights Act 1996 is well-founded and it succeeds.
2. In relation to the claim of unfair dismissal the claimant is awarded a basic award of £2,283.84; and
3. a compensatory award of £3,960.99 plus an uplift of 25% (£990.25) for failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures, a total of £4,951.24.
4. It is declared that the respondent made unlawful deductions from the wages of the claimant and she is awarded the following sums:
 - a. £543.95 net for the period 1-31 March 2020; and
 - b. £947.46 net for the period 11 to 29 May 2020.

5. The claimant is entitled to damages for breach of contract in relation to notice pay and she is awarded the sum of £4,980 net.
6. The claimant is entitled to payment for 3.5 days annual leave that had accrued but was untaken at the date of termination of her employment and she is awarded a sum of £290.54 net.
7. The total sum awarded to the claimant to be paid by the respondent is £13,997.03.

**Employment Judge Siddall
Date: 9 February 2022.**