



EMPLOYMENT TRIBUNALS

Claimant: Miss R Rice
Respondents: (1) Mr Christopher Adamson
(2) The Secretary of State For Business and Trade (formally BEIS)

Heard at: Bristol (by CVP)
On: 31/10/2024
Before: Employment Judge Mr J S Burns

Representation

Claimant: In person
Respondents: no attendance

JUDGMENT

1. Any stay previously imposed on these proceedings is lifted.
2. It is declared that the Claimant was an employee of the First Respondent from 7/6/2022 to 5/7/2022 when she was dismissed without notice
3. It is declared that prior to his bankruptcy on 28/10/2022 (case number BKT5141760) the First Respondent was liable to pay the Claimant the following sums;
 - £590 being unpaid pay for one week (5 days) including overtime
 - £230 in lieu of 2.3 days accrued holidays untaken at the time of dismissal
 - £500 (one week's pay) in lieu of notice to which the Claimant was entitled by the terms of her written contract; and
 - £1000 (2 week's pay) as compensation under section 38 Employment Rights Act 1996 for the First Respondent's failure to provide a proper statement of employment particulars within 2 months of the start of the Claimant's employment or at all.
4. The Second Respondent must pay the Claimant such of the above sums as it is required by law to pay as guaranteed payments from the National Insurance Fund following the First Respondent's bankruptcy.
5. All other claims are dismissed.

Employment Judge J S Burns
31/10/2024
For Secretary of the Tribunals
Date sent to parties
7 November 2024

Jade Lobb

Note: Oral reasons having been provided at the hearing, no written reasons will be provided unless a party delivers a written request within 14 days of the date that this document is sent to the parties.