



EMPLOYMENT TRIBUNALS

Claimant

Miss C Ovendale

v

Respondent

1. Miss K Uthayakumar

2. Mr K Uthayakumar

3. Mrs M Uthayakumar

PRELIMINARY HEARING

Heard at: Sheffield **On:** 21 March 2017

Before: Employment Judge Rostant

Members: Mrs D Ennals
Mrs S Robinson

Appearance:

For the Claimant: In Person

For the Respondents: In Persons

Interpreter: Mr P Sinnadurai

JUDGMENT

It is the unanimous judgment of the Employment Tribunal that:

1. The claim of unfair dismissal succeeds. The respondent is Ordered to pay the claimant the sum of £2063.40 calculated as follows:-

Basic Award 3 x £115.20 (weekly pay)	£ 345.60
Loss of statutory rights	£ 230.40
Compensatory Award	
37 x £115.20	£4262.40
Less	
37 x ESA (£75.00)	<u>£2775.00</u>
Total	£1487.40
Grand Total	<u>£2063.40</u>

2. The claim of failure to pay accrued holiday succeeds and the respondent is Ordered to pay the claimant the sum of £57.60.
3. The claims of indirect discrimination, direct discrimination and harassment because of or related to race are dismissed.
4. The claim of failure to allow lunch breaks fails and is dismissed.

Employment Judge Rostant

Date: 28 March 2017

Sent on: 28 March 2017