



EMPLOYMENT TRIBUNALS

Claimant: Mrs. L Elliott

Respondent: Montessori (Baby Unit) Ltd

Heard at: Via Cloud Video Platform (Midlands East Region)

On: 26th November 2021

Before: Employment Judge Heap (Sitting alone)

Representation

Claimant: Mr. C Giddings – Lay Representative

Respondent: No attendance or representations

COVID-19 Statement

This has been a remote hearing which has been consented to by the parties. A face to face hearing was not held because no-one requested the same and all issues could be determined in a remote hearing.

JUDGMENT

1. The Respondent made an unauthorised deduction from the Claimant's wages and is Ordered to pay to her the sum of **£1,672.80** net.
2. The Claimant was dismissed in breach of contract and the Respondent is Ordered to pay to her the sum of **£1,476.00** in respect of the notice to which she was entitled upon termination of employment.
3. The Respondent did not pay to the Claimant accrued but untaken annual leave on the termination of her employment and the Respondent is Ordered to pay to the Claimant the sum of **£430.50** net in respect of that complaint.

4. The Claimant was dismissed by reason of redundancy but was not paid a redundancy payment and the Respondent is Ordered to pay to the Claimant the sum of **£2,214.00**.

Employment Judge Heap

Date: 6th December 2021

Notes:

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Reasons

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.