



EMPLOYMENT TRIBUNALS

Claimant: Ms Sanah Bibi

Respondent: San's Day Nursery Limited

Heard at: Birmingham (via video conference)

On: 17 May 2022

Before: Employment Judge J Jones

Representation

Claimant: In person

Respondent: No appearance

JUDGMENT

1. The claim of unfair dismissal succeeds. The respondent must pay to the claimant **£2,073.64** in compensation for unfair dismissal.
2. The claim to notice succeeds. The respondent must pay to the claimant **£817.20** as compensation for wrongful dismissal.
3. The claim of unlawful deduction from wages succeeds. The respondent must pay to the claimant **£3,296.30** in unpaid wages, subject to deduction of tax and national insurance, as appropriate.
4. The claim to accrued holiday pay succeeds. The respondent must pay to the claimant **£1,186.56** in accrued holiday pay, subject to deduction of tax and national insurance, as appropriate.

Summary of calculations	
1.Unfair dismissal	Basic award: £445.53 (1.5 weeks) Compensatory award: £1,439.60 Uplift - failure to follow ACAS Code: 10% Total £2,073.64
2. Notice	3 weeks @ £272.40 pw (net pay) Total £817.20

3. Unpaid wages	Jan 20 - £611.94 Feb 20 - £984.00 March 20 - £688.80 1-16 July 2021 - £610.28 1-12 Aug 2021 - £401.28 Total £3,296.30
4. Accrued holiday pay	2020 – c/f 24 days - £885.60 2021 – accrued but untaken 6 days - £300.96 Total £1,186.56

Employment Judge J Jones

17 May 2022

Notes

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.

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.