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EMPLOYMENT TRIBUNALS

Claimant: Mrs L Benjamin
Respondent: Mario Luca Russo
Heard at: East London Hearing Centre
On: 20 February 2019
Before: Employment Judge G Tobin (sitting alone)

Representation

Claimant: In person
Respondent: Did not attend

JUDGMENT

The Judgment of the Tribunal is as follows:

1. The Respondent has been correctly identified as Mario Luca Russo.
2. The Claimant was not paid her outstanding wages for October 2018.
3. The Claimant was not paid her outstanding holiday pay for November 2018.
4. The Claimant was both wrongfully dismissed (i.e. dismissed in breach of contract) and unfairly dismissed on 20 November 2018.
5. Compensation and damages are awarded as follows:

5.1	Outstanding wages for October 2018 -	£2,916.66
5.2	3 weeks holiday pay during November 2018 -	£1,673.08
5.3	Redundancy pay/basic award -	£4,089.70

5.4	Damages for wrongful dismissal being	
	4 weeks' notice pay-	£2,574.17
5.5	Compensation for unfair dismissal (being 1 month	
	further loss of earnings) -	<u>£2,416.66</u>
	Total	£13,670.27

6. Therefore, the Respondent is Ordered to pay the Claimant, in total, £13,670.27.

Items 5.1, 5.2 and 5.4 above are ordered payable on gross figures which, upon payment, may be subject to tax and national insurance as appropriate.

Employment Judge Tobin

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Date: 18 March 2019

Note

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.

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