



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondent

Mrs D Piggott

Countrywide Farmers plc (in administration)

Heard at: Southampton

On: 20 August 2018

Before: Judge Brian Doyle, President
Mrs S Collins
Mrs F Robertson

Representation

For the Claimant: In person

For the Respondent: Not in attendance or represented

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

(1) The respondent refused to permit the claimant to take a rest break on two occasions contrary to regulations 12(1) and 30 of the Working Time Regulations. The respondent is ordered to pay to the claimant compensation of two days' net pay in the total sum of **£120.00**.

(2) The claimant was constructively and unfairly dismissed by the respondent contrary to section 98 of the Employment Rights Act 1998. The respondent is further ordered to pay to the claimant compensation in the total sum of **£3,074.28** calculated as follows:

Basic Award

2 weeks' gross pay @ £383.14 per week = £766.28

Compensatory Award

6 weeks' net loss of earnings (6 weeks x £300.00 net per week) =
£1,800.00

Loss of statutory rights = £508.00

(3) The Recoupment Regulations do not apply.

(4) The complaint of direct sex discrimination contrary to sections 13 and 39 of the Equality Act 2010 is not well-founded and that complaint is dismissed.

Judge Brian Doyle
20 August 2018

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

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