



Case Number 1300990/2017

# EMPLOYMENT TRIBUNALS

BETWEEN  
AND

Claimant  
Miss Holdham

Respondent  
Evans & Lewis  
Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Stoke on Trent ON 18 & 19 December 2017

EMPLOYMENT JUDGE GASKELL

### Representation

For the Claimant: Mr G Tomalin (Lay Representative)  
For Respondent: Mr M Cameron (Consultant)

## JUDGMENT

The judgment of the tribunal is that:

- 1 The claimant was unfairly dismissed by the respondent.
- 2 The claimant was wrongfully dismissed by the respondent in breach of her contract of employment.
- 3 The claimant is awarded damages for breach of contract (wrongful dismissal) in the sum of **£1200**.
- 4 The claimant is awarded compensation for unfair dismissal in the sum of £3630 calculated as follows: -

<b>Basic Award:</b>		<b>£990</b>
<b>Compensatory Award: -</b>		
Loss of Earnings	<b>£2640</b>	
Loss of Statutory Rights	<b>£300</b>	
	<b>£2940</b>	<b>£2940</b>
<b>Total for Unfair Dismissal:</b>		<b>£3930</b>
<b>TOTAL AWARD:</b>		<b>£5130</b>

- 5 The sum awarded at Paragraph 3 above has been calculated net of income tax and national insurance contributions on the basis that upon payment thereof the respondent will make an appropriate and corresponding payment to HMRC.

- 6 The provisions of the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 (as amended) apply to this award.
- (a) The amount of the monetary award is £5130
  - (b) The amount of the prescribed element is £1200
  - (c) The dated of the period to which the prescribed element is attributable are 24 February 2017 to 23 March 2017.
  - (d) The amount by which the monetary award exceeds the prescribed element is £3930
- 7 The costs awarded to the claimant by order of the tribunal on 27 September 2017 (sent to the parties on 3 October 2017) are summarily assessed in the sum of **£967.80**. This sum is payable to the claimant by the respondent in addition to the awards set out at Paragraphs 3 & 4 above.

Employment Judge Gaskell  
3 January 2018