



EMPLOYMENT TRIBUNALS

Claimant

Mrs Jill Reid

Respondents

v Gilmour Quinn Financial Planning Ltd

PRELIMINARY HEARING BY TELEPHONE

Heard at: Watford

On: 25 November 2021

Before: Employment Judge Bedeau

**Members: Ms I Sood
Mr N Boustred**

Attendees

For the claimant: Mr R Wayman, Counsel

For the respondent: Ms D M MCGuire, Solicitor

REMEDY JUDGMENT

1. The respondent is ordered to pay the claimant the sum of £4,573.90 in respect of her wrongful dismissal claim.
2. The respondent is ordered to pay the claimant the sum of £91.48 in respect of her accrued unpaid holiday claim.
3. The respondent is ordered to pay the claimant compensation in respect of her unfair dismissal claim in the following respects: –
 - 3.1 the basic award in the sum of £5,715;
 - 3.2 the compensatory award in the sum of £8,553.34; that

- 3.3 pension loss in the sum of £526.24.
4. The grand total sum ordered to be paid by the respondent subject to the Recoupment provisions is £19,459.96.
5. Recruitment provisions
- 5.1 Monetary award: £19,459.96.
- 5.2 Prescribed element: £9,503.71.
- 5.3 Prescribed period: 5 January 2019 to 6 April 2021
- 5.4 Excess of 5.1 over 5.2: £9956.25.
6. The parties have agreed the Compensation Schedule set out below:

THE AGREED COMPENSATION SCHEDULE

Calculations - 25.11.2021, 16:22

Wrongful Dismissal

10w x £457.39 **£4,573.90**

Holiday

£457.39 / 5 = £91.48 per day

1d x £91.48 **£91.48**

Basic Award

Award: £7,620.00

less 25% contrib **£5,715.00**

Compensatory Award

Start: 15.03.2019 End: 06.04.2021 Period: 107 weeks

107w x £457.39 £48,940.73

Less mitigation:

Greens: £10,444.04 -

Foster Denovo: £28,992.98

£39,437.02

No future loss

Sub-total: £9,503.71

add ACAS uplift 20% £11,404.45

less 25% contrib **£8,553.34 compensatory award**

No grossing up required

Statutory cap does not apply

Pension Loss

GQ contributions: 3% of £30,000 = £900 pa
(£17.31pw)

Green Financial: 5% of £35,000 = £1,750pa
(£33.65pw)

Foster Denovo: 3.6% of £23,000 = £828 pa
(£15.92pw)

Periods: 117w (04.01.19-06.04.21) EDT to ET finding
 19w (01.05.20-
 17.09.20) Green
 54w (22.03.20-06.04.21)
 Foster Denovo

Pension Loss to date (no future loss):

117w x £17.31 £2,025.27 (GQ)

less 19w x £33.65	£639.35	(Green)
less 54w x £15.92	£859.68	
	(Foster	
Denovo) Total:	£526.24	

Totals

Wrongful Dismissal:	£4,573.90
Holiday:	£91.48
Basic Award:	£5,715.00
Compensatory Awd:	£8,553.34
Pension Loss:	£526.24
 Grand Total:	 £19,459.96

Employment Judge Bedeau

Date: 26 November 2021

Sent to the parties on:

14 January 2022

For the Tribunal: