



EMPLOYMENT TRIBUNALS

Claimant: Ms S Gonzales

Respondent: Panache Lingerie Limited

HELD in Sheffield (by CVP)

ON: 7 April 2022

BEFORE: Employment Judge Brain
Mr C Childs
Mrs S Norburn

REPRESENTATION:

Claimant: In person

Respondent: Mr J Feeney of Counsel

JUDGMENT ON REMEDY

1. UPON the claimant's successful complaint of unfair dismissal pursuant to sections 94 to 98 of the Employment Rights Act 1996 the Judgment of the Employment Tribunal upon remedy is:

(a) Basic award

The respondent shall pay to the claimant a basic award in the sum of £6456.

The basic award is extinguished entirely by the amount of the redundancy payment paid by the respondent to the claimant.

(b) Compensatory award

The respondent shall pay to the claimant a compensatory award in the sum of £617.10 calculated as follows:

(a) Net loss of earnings between 2 November 2020 and 21 February 2022
- £6112.00

(b) Net remuneration for 10 keeping-in-touch days in the claimant's maternity leave period between 11 December 2020 and 10 December 2021 - £764.00

(c) Net remuneration for holiday accrued due during the first seven weeks of 2022 -	£343.80
(d) Loss of employer's pension contributions -	£715.90
(e) Loss of statutory rights -	£750.00
Less monies received by the claimant	
Pay in lieu of notice upon termination	£7191.00
Contribution based JSA	£671.90
Net total =	£822.80
Less 25% <i>Polkey</i> deduction	£205.70
Amount payable to claimant	£617.10

2. The respondent shall pay the sum of **£617.10** to the claimant on or before 21 April 2022.

Employment Judge Brain

Date 22 April 2022