



EMPLOYMENT TRIBUNALS

Claimant: Ms S Jackson

Respondent: New Look Retailers Ltd

HELD at Sheffield

ON: 23 May 2022

BEFORE: Employment Judge Brain
Mr M Lewis
Mr L Priestley

REPRESENTATION:

Claimant: In person
Respondent: No attendance or representations

JUDGMENT ON REMEDY

UPON the claimant's successful complaint of constructive unfair dismissal:

1. Basic award

By application of the statutory formula in section 119 of the Employment Rights Act 1996 the claimant is entitled to be paid a basic award in the sum of £3,600. It is not just and equitable for there to be any reduction.

2. Compensatory award

It is just and equitable to make a compensatory award as follows:

2.1. For past loss

(a) Loss of statutory rights -	£500
(b) Loss of long service award -	£675
(c) Loss of staff discount benefits -	£1,000
Total	£2,175

2.2. For Future Loss

(a) <u>Losses from 24 May 2022 to 31 August 2023</u>	
66 weeks loss of earnings at £190 per week -	£12,540

66 weeks loss of Working Tax Credit in the sum of £67 per week-

£ 4,422

Total

£16,962

2.3. Uplift pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992

At ten per cent on the amount awarded by way of past and future loss

£1,913.70

Total compensatory award

£21,050.70

2.4 Capped at 52 weeks' pay -

£8,538.40

3. The total amount of the basic and compensatory award is in the sum of £12,138.40.
4. The Recoupment Regulations do not apply to this award.
5. The claimant's application for a costs order against the respondent is refused.
6. The amount stated to be payable pursuant to paragraph 3 shall be paid by the respondent to the claimant within 14 days of the date below.

Employment Judge Brain

Date: 27 May 2022