



EMPLOYMENT TRIBUNALS

Claimant: Mrs Lee Smith
Respondent: Samri Pharma Ltd
Heard on: 14 June 2022
Heard at: East London Hearing Centre (remotely by Cloud Video Platform)
Before: Employment Judge Hindmarch

Representation

For the Claimant: Mrs Shaw - Friend
For the Respondent: Mrs Samri (Director)

JUDGMENT

1. The claim in respect of holiday pay is dismissed on withdrawal.
2. The award for wrongful dismissal is £758.64.
3. The award for unfair dismissal (basic and compensatory award) is £8749.10.

[NB Please see the attached annex in relation to the fact that some of this needs to be paid immediately and some needs to be retained by the Respondent pending receipt of a recoupment notice].

4. The recoupment provisions apply
 - a. Prescribed period 07/03/2021 – 14/06/2022
 - b. Compensation cap not applied
 - c. Total award £9507.74
 - d. Prescribed element £4767.68 (to be retained pending recoupment notice (see annex) with any balance to be paid to the Claimant)

- e.** Balance £4740.06 to be paid immediately.

**Employment Judge Hindmarch
Date: 14 June 2022**