



EMPLOYMENT TRIBUNALS

Claimant: Miss Nicola Timson

Respondent: Specialist Education Support Network Limited

FINAL HEARING

Heard at: Midlands (East), in public, via CVP

On: 18 July 2022

Before: Employment Judge Camp

Appearances

For the claimant: Mr T Devlin, solicitor

For the respondent: no appearance

JUDGMENT

- (1) The claimant was dismissed by reason of redundancy and is entitled to, and the respondent must pay her, a redundancy payment of £1517.19.
- (2) The respondent made unauthorised deductions from the claimant's wages and must pay her the amount of those deductions: £3,202.96 (wages) + £1,671.50 (employee pension contributions) + £235 (student loan deductions) = £5,109.46.
- (3) The claimant is awarded and the respondent must pay her £12.75 interest on an overdraft, pursuant to section 24(2) of the Employment Rights Act 1996.
- (4) The respondent failed to give the claimant notice of termination in breach of contract and must pay her £4,259.39 in damages (£6068.76 wages she would have earned during her notice period less £1,809.37½ she earned in alternative employment during that period).
- (5) The respondent must also pay the claimant £1,253.75 in employer pension contributions, as damages for breach of contract.
- (6) The total amount the respondent must pay the claimant is: **£12,152.54**

Employment Judge Camp

18 July 2022

SENT TO THE PARTIES ON

8 August 2022

C Johnson

FOR THE TRIBUNAL OFFICE

Note: Reasons for this decision were given orally. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of the written record of the decision.