



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S Coombs  
**Respondent:** Marks and Spencer PLC  
**Heard at:** East London Hearing Centre  
**On:** 5 October 2022  
**Before:** Employment Judge Jones

## Representation

**Claimant:** In person (accompanied by her husband and brother)  
**Respondent:** Mr Dharajiwala (Counsel)

# REMEDY JUDGMENT

1. The claimant is entitled to the following remedy for her successful complaint of unfair dismissal:

Dates of employment: 26.11.11 – 18.5.20 (8 full years)

Age at effective date of termination: 51 years old

New job started on 6.6.2021

Gross and net pay = £159.03

**Basic Award:** 12 x £159.03 = £1,908.36

### Compensatory Award:

18.5.20 – 6.6.21 = 55 weeks loss of wages to new employment.

2. In the interim, the Claimant earned similar amounts while working for a total of approximately 5 weeks at other jobs. The Claimant recouped her loss of wages during those 5 weeks. This calculation gives credit for those amounts.

Her loss of wages is therefore 50 weeks x £159.03= £7,951.50  
Loss of statutory rights £ 450.00

**Case No: 3202419/2020**

3. Total amount due to the Claimant: £1,908.36 + £7,951.50 + £450 = £10,309.86.

4. The Respondent is ordered to pay the Claimant the sum of **£10,309.86** as her remedy for her unfair dismissal.

**Employment Judge Jones**  
**Date: 6 October 2022**