



EMPLOYMENT TRIBUNALS

Claimant: Mrs H. Redman

Respondent: Total Telephone Solutions Ltd

Heard at: Bury St Edmunds (by CVP) **On:** 20 October 2022

Before: Employment Judge Seward (sitting alone)

Representation

Claimant: In person

Respondent: Mr T Gardner (Director)

REMEDY JUDGMENT

1. No basic award being payable, the Respondent is ordered to pay the claimant a compensatory award for unfair dismissal of **£3,996.76** calculated as follows:
 - 1.1 £160.20 net loss per week for 26 weeks from the date of dismissal on 8 October 2020 = £4,165.20.
 - 1.2 £32.76 for loss of pension contributions calculated at £1.26 per week for 26 weeks.
 - 1.3 £360 legal costs.
 - 1.4 £400.00 loss of statutory rights.
 - 1.5 Less payment in lieu of notice received of £961.20.
 - 1.6 No *Polkey* reduction is made.
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.

Employment Judge Seward

20 October 2022
Date

JUDGMENT & REASONS SENT TO THE PARTIES ON

11/11/2022

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.