



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss S Goodier

v

Pallotine Missionary
Sisters of the Catholic Apostolate

Heard at: Manchester (by CVP)

On: 7 November 2022

Before: Employment Judge Johnson
Ms D Radcliffe
Mrs H Vahramian

Appearances

For the Claimants: in person (unrepresented but supported by sister Ms L Kirton)

For the Respondent: Mr J Jenkins (counsel)

JUDGMENT

- (1) Following the decision made in the Tribunal’s judgment on liability dated 19 April 2022, the respondent shall pay the claimant the sum of **£8,903.96 (Eight Thousand, Nine Hundred and Three Pounds 96 Pence only)** in full and final settlement of the successful complaint of unfair dismissal.
- (2) This judgment is calculated on the following basis, applying relevant just and equitable principles under the Employment Rights Act 1996 and subject to the recoupment provisions as applied below:

UNFAIR DISMISSAL	
<p>A. Basic Award</p> <p>1. Completed years of service at date of effective termination = 4 years</p> <p>2. Weeks’ pay = £505.00 per week</p> <p>3. Years of completed service where the claimant was aged 41 years or over = 4 (therefore 1 ½ weeks pay for each completed year)</p> <p>4. Calculation for basic award is therefore: (£505.00 x 4) x 1 ½ = £3030.00</p>	<p>Subtotal/Total</p>

Subtotal Basic Award	£3030.00
Compensatory Award	
<p>B. 25 September 2019 to 24 October 2019 (in accordance with paragraph 146 of the liability judgment)</p> <ol style="list-style-type: none"> 1. Net weekly pay = £421.15 2. 1 month's pay is $(£421.15 \times 52/12) = £1824.98$ 3. Employer pension contribution is 3% of gross pay of £505.00. 4. 1 months' pension contribution is $(£505.00 \times 52/12 \times 3\%) = £65.65$ 5. Subtotal loss is $(£1824.98 + £65.65) = £1890.63$ 6. Less money received in October 2019 from employer £1368 7. Subtotal loss is $(£1890.63 - £1368.00) = £522.63$ 	
Subtotal Compensatory Award - 25/9/19 to 24/10/19	£522.63
<p>C. 25 October 2019 to 24 October 2020 (in accordance with paragraphs 146, 147 and 148 of the liability judgment)</p> <ol style="list-style-type: none"> 1. Net weekly pay = £421.15 2. 1 year's pay is $(£421.15 \times 52) = £21,899.80$ 3. Less pay received during this period $(£21,899.80 - £12,039.00) = £9,860.80$ 4. Employer pension contribution is 3% of gross pay of £505.00 5. 1 year's pension contribution is $(£505.00 \times 52 \times 3\%) = £787.80$ 6. Loss of statutory rights = £500.00 7. Subtotal of potential loss during this period is $(£9,860.80 + £787.80 + £500) = £11,148.60$ 8. Applying <u>Polkey</u> deduction of 50% in accordance with paragraph 146 of liability judgment $(£11,148.60 \times 50\%) = £5574.30$ 9. Applying ACAS uplift of 20% in accordance with paragraph 148 of the liability judgment $(£5574.30 + £1114.86) = £6689.16$ 10. Applying deduction for contributory fault of 20% in accordance with paragraph 147 of the liability judgment $(£6689.16 - £1337.83) = £5351.33$ 	
Subtotal Compensatory Award – 25/10/19 to 24/10/20	£5351.33
Grand total	£8903.96

Recoupment

In accordance with Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 (SI 1996/2349), the respondent should

withhold the prescribed element until they have obtained confirmation from the DWP as to whether any recoupment applies, on the following basis:

Prescribed Element - £5351.33

Prescribed Period – 25 October 2019 to 7 November 2022

Total Award - £8903.96

Balance - £3552.63

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Employment Judge Johnson

Date: 8 November 2022

Sent to the parties on 15 November 2022

For the Tribunal Office

Note

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.

**ANNEX TO THE JUDGMENT
(MONETARY AWARDS)**

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The Tribunal has awarded compensation to the claimant, but not all of it should be paid immediately. This is because the Secretary of State has the right to recover (recoup) any jobseeker's allowance, income-related employment and support allowance, universal credit or income support paid to the claimant after dismissal. This will be done by way of a Recoupment Notice, which will be sent to the respondent usually within 21 days after the Tribunal's judgment was sent to the parties.

The Tribunal's judgment states: (a) the total monetary award made to the claimant; (b) an amount called the prescribed element, if any; (c) the dates of the period to which the prescribed element is attributable; and (d) the amount, if any, by which the monetary award exceeds the prescribed element. Only the prescribed element is affected by the Recoupment Notice and that part of the Tribunal's award should not be paid until the Recoupment Notice has been received.

The difference between the monetary award and the prescribed element is payable by the respondent to the claimant immediately.

When the Secretary of State sends the Recoupment Notice, the respondent must pay the amount specified in the Recoupment Notice to the Secretary of State. This amount can never be more than the prescribed element of any monetary award. If the amount is less than the prescribed element, the respondent must pay the balance to the claimant. If the Secretary of State informs the respondent that it is not intended to issue a Recoupment Notice, the respondent must immediately pay the whole of the prescribed element to the claimant.

The claimant will receive a copy of the Recoupment Notice from the Secretary of State. If the claimant disputes the amount in the Recoupment Notice, the claimant must inform the Secretary of State in writing within 21 days. The Tribunal has no power to resolve such disputes, which must be resolved directly between the claimant and the Secretary of State.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401237/2020**

Name of case: **Miss S Goodier** v **Pallotine Missionary
Sisters Of The Catholic
Apostolate**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 15 November 2022

the calculation day in this case is: 16 November 2022

the stipulated rate of interest is: **8% per annum**.

Mr S Artingstall
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.