



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Parkinson

**Respondent:** GI Group Recruitment Limited

**Heard at:** Reading (via CVP)

**On:** 7 November 2022

**Before:** Employment Judge Eeley  
Mr T Poil  
Mr P Hough

## Representation

**Claimant:** In person

**Respondent:** Mr I Wheaton, counsel

# REMEDY JUDGMENT

1. The respondent is ordered to pay the sum of £1103 in respect of unauthorised deductions from wages during the period September 2019 to 25<sup>th</sup> November 2019.
2. The respondent is ordered to pay compensation in respect of unfair dismissal as follows:
  - a. Basic award: £2625.
  - b. A compensatory award of £13,188.63 which is made up of:
    - i. Loss of earnings from date of dismissal to 25<sup>th</sup> November 2019 until 25<sup>th</sup> May 2020 in the gross sum of £11,948.63.
    - ii. Loss of annual bonus: £790.
    - iii. Loss of statutory rights: £450.
3. The recoupment provisions of the Employment Protection (Recoupment of Benefits) Regulations 1996 apply (as amended).

4. The 'prescribed element' for recoupment purposes is £12,738.63.
5. The 'monetary award' for recoupment purposes is £16,916.63

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Employment Judge Eeley

Date: 7 November 2022

JUDGMENT SENT TO THE PARTIES ON

8 December 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.

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