



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs B Chambers  
**Respondent:** Smile Foster Care Limited  
**Heard at:** Nottingham  
**On:** 8 August 2023  
**Before:** Employment Judge Smith sitting alone

## Appearances

**For the Claimant:** In person  
**For the Respondent:** Mr I Ahmed, Director

## REMEDY JUDGMENT

Made pursuant to the Employment Tribunal Rules of Procedure 2013

1. The Respondent shall pay the sum of **£427.68** to the Claimant as a basic award for unfair dismissal.
2. The Respondent shall pay the sum of **£3,067.99** to the Claimant as a compensatory award for unfair dismissal, formed of the following components:
  - (1) Past loss of earnings in the sum of **£2,569.44**;
  - (2) Past loss of employer's pension contributions in the sum of **£77.08**;
  - (3) Loss of statutory rights assessed in the sum of **£142.56**; and,
  - (4) A **section 207A** uplift of **10%** on the total of components (1), (2) and (3) on account of the Respondent's unreasonable failure to comply with an applicable statutory code of practice in relation to the Claimant's grievance.

3. The recoupment provisions apply:
  - (1) The prescribed element is £2,569.44.
  - (2) The prescribed period is 14 February 2022 to 8 August 2023.
  - (3) The total award is £3,495.67.
  - (4) The balance is £926.23.
4. No separate award of damages is made in respect of the Claimant's wrongful dismissal claim in accordance with the prohibition against double recovery, as the same loss has been compensated for in the compensatory award for unfair dismissal.

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Employment Judge Smith

Date: 8 August 2023

JUDGMENT SENT TO THE  
PARTIES ON

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AND ENTERED IN THE REGISTER

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FOR SECRETARY OF THE  
TRIBUNALS

**Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being sent to the parties.**