



# EMPLOYMENT TRIBUNALS

**Claimant:** 1. Mrs Joanna Murawska  
2. Mr Krystof Murawska

**Respondent:** South Coast Skips Limited (In creditors Voluntary Liquidation)

**Heard at:** Southampton **On:** 19 December 2024

**Before:** Employment Judge Rayner

## Representation

Claimant: in person  
Respondent: Did not attend

Interpreter Mrs Anderson ( Polish)

# JUDGMENT

## The First Claimant Unfair Dismissal

1. The first claimant was unfairly dismissed.
2. The first claimant is entitled to compensation for unfair dismissal as follows
  - a. Basic award of **£3602.34**  
(4 x 1 ½ x £600.39 [gross weekly pay])
  - b. Loss of earnings from 15 June 2022 – 14 June 2023 = **£10,762.56**  
(4 weeks' pay @ 539.28) + (48 weeks x £(£539.28-£360.00 – £179.28)) ( calculated as 4 weeks with no work, then 48 weeks difference in net pay between work with R and work with new employer)
  - c. Uplift for failing to follow the ACAS code in respect of Dismissal of 10% = **£1076.26**

## Notice Pay

3. The first claimant was wrongfully dismissed without notice, and is entitled to 4 weeks' notice pay (net) £ 4 x 539.28 = **£2157.12.**

## Sex Discrimination

The first claimant was discriminated against on grounds of sex.

## Injury to Feeling Award

The Claimant is entitled to an injury to feeling award of **£5000.00**

The Respondent will now pay the first claimant the sum of **£16,208.68**

## The second claimant

### unfair dismissal

1. The second claimant was unfairly dismissed by the respondent.
2. The second claimant is entitled to compensation for unfair dismissal as follows
  - a. basic award of  $4 \times 1 \frac{1}{2} \times$  weekly gross pay of £600.39= **£3602.34**
  - b. loss of earnings for 12 months of **£7545.32**  
(calculated as follows: 4 weeks loss of earning net (4 x £477.41) + 48 weeks of difference between old work and new work ( 477.41-£360.00) =£117.41.)
3. The second claimant was dismissed in breach of ACAS procedures and is entitled to a 10% uplift on the compensation for loss of earnings of **£754.53**.

### Wrongful dismissal notice pay

1. The second claimant was dismissed without notice and is entitled to four weeks statutory notice pay of **£1909.64**

The respondent will now pay the second claimant the sum of **£13901.83**

Employment Judge Rayner  
Date 19 December 2023

Judgment sent to the Parties: 10 January 2023

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>