



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Barnes

**Respondent:** Silksworth Top Club Ltd

**HELD AT:** Newcastle, by video

**ON:** 8 March 2024

**BEFORE:** Employment Judge Aspden

## REPRESENTATION:

**Claimant:** Mr Sharples, GMB  
**Respondent:** No attendance

## JUDGMENT

1. The respondent must pay to the claimant £36,454.88 as compensation for unfair dismissal (which is made up of a basic award of £14,427.25 and a compensatory award of £22,027.63).
2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the award of compensation for unfair dismissal as follows:
  - a. Grand total of the award for unfair dismissal: £36,454.88.
  - b. Prescribed element: £13,321.60.
  - c. Prescribed period: 23 July 2023 to 8 March 2024.
  - d. Balance of total award less prescribed element: £23,133.28.
3. No additional compensation is awarded for the respondent's breach of contract.

Employment Judge Aspden

Date 8 March 2024

### **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/>