



EMPLOYMENT TRIBUNALS

Claimant: Miss Lorraine Smith
Respondent: P H Norwich Limited (In Liquidation)
Heard at: Bury St Edmunds (CVP) **On:** 18 March 2024
Before: Employment Judge Laidler (sitting alone)

Representation:

Claimant: In person
Respondent: Response not entered.

JUDGMENT

The respondent is ordered to pay the total sum of £6480.03 pursuant to the default judgment entered and sent to the parties on the 23 January 2024, calculated as follows:

Unauthorised deductions from wages

March 2023 (payslip 10 April 2023 but unpaid)		£819.99 net
Pension contributions – not paid into NEST		
March 2023	£17.00	
April 2023	£12.50	£29.50

Breach of contract/notice pay

Effective date of termination 18 March 2023.
8 weeks notice @ £253.93 £2031.44 net

UNFAIR DISMISSAL

Basic Award

8 weeks gross pay @ £253.93 £2083.38

Compensatory Award

Claimant commenced new employment on comparable pay

17 June 2023

Loss of wages from end of notice period (to avoid double

recovery) = 4 weeks @ £253.93 £1015.72

Loss of statutory rights £500.00

Total compensatory award £1515.72

Total award for unfair dismissal £3599.10

TOTAL AWARD £6480.03

Employment Judge Laidler

Date : 18 March 2024

JUDGMENT SENT TO THE PARTIES ON

09/04/2024

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 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/>