



EMPLOYMENT TRIBUNALS

Claimant: Ms J Goldthorp
Respondent: Goldthorp Fabrications Limited
Heard at: East London Hearing Centre
On: 17 May 2024
Before: Employment Judge Gardiner

Representation

Claimant: In person
Respondent: Mr Katz, consultant

REMEDY JUDGMENT

The judgment of the Tribunal is that:-

1. The award for unauthorised deduction from wages is **£3391.96**, calculated as follows: full loss of pay from 1 May 2023 to 21 August 2023 @ £165.92 per week; together with SSP @ £109.40 from 25 August 2023 to 5 September 2023; plus an increase of 20% under Section 207A TULRCA 1992.
2. The award for unfair dismissal contrary to Section 94 Employment Rights Act 1996 is:
 - a. Basic award: **£3733.20** (22.5 x £165.92)
 - b. Compensatory award: **£2287.88** (£500 loss of statutory rights; £1406.57 for failure to pay SSP between 28 November 2023 and 25 February 2024 and a 20% increase of £381.31 under Section 207A TULRCA 1992)
3. The award for notice pay is **£2,389.30 gross** calculated as follows: £165.92 x 12 = £1991.08, plus 20% increase under Section 207A(2) TULRCA 1992 (£398.22).

4. The award for failing to provide the Claimant with a statement of employment particulars is **£331.84** (two weeks gross pay), made under Section 38 Employment Rights Act 2002.
5. For the purposes of the Recoupment Regulations, the protected period is from 28 November 2023 to 25 February 2024, and the protected amount is £1406.57.

**Employment Judge Gardiner
Dated: 17 May 2024**