



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C Wright

**Respondent:** GXO Logistics UK Ltd

**Heard at:** Watford Employment Tribunal by video

**On:** 9<sup>th</sup> July 2024

**Before:** Employment Tribunal Judge Reed

## Representation

Claimant: In person

Respondent: Did not attend.

# JUDGMENT

1. The complaint of unfair dismissal is well founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant the following sums:
  - a. A basic award of £5,968.8
  - b. A compensatory award of £14,058.52
3. Since the respondent has previously paid the claimant in lieu of notice these sums are expected to fall within the tax-free termination payment threshold and should be paid to the claimant without any deduction (see section 401 Income Tax (Earnings and Pensions) Act 2003).
4. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

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Employment Judge Reed

Date: 9<sup>th</sup> July 2024

JUDGMENT SENT TO THE PARTIES ON  
27 August 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](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/>