



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Potts

**Respondent:** Urb-it UK Ltd

**Heard at:** London Central (by CVP)

**On:** 25 July 2024

**Before:** Employment Judge Emery

## REPRESENTATION:

**Claimant:** In person

**Respondent:** No appearance or representation

# REMEDY JUDGMENT

The claimant is awarded compensation totaling **£46,100.51**.

## Calculation

1. Date of termination of employment– 17 November 2022.
2. Payment in lieu of notice for period 18 November 2022 to 3 February 2023.
3. Ex-gratia payment – one month's pay to 3 March 2023.
4. No employer pension contributions made from 17 November 2023.
5. New role commenced 20 June 2023 at salary Aus \$183,7190 p/a. Claimant has continuing losses to 8 November 2023.

Loss 4 March 2023 – 19 June 2023 – 3.5 months

6. Net monthly pay £6,222,78 – 3.5 months x £6,222.78  
= £21,779.73

Pension loss 17 November 2022 to 19 June 0923

7. £181.73 x 7 months.  
= £1,272.11

Loss 20 June 2023 – 8 November 2023

8. Net salary (at 20/6/23 exchange rate) £27,287.34.  
At R, net salary would have been £37,325.68.  
Difference = £10,038.34

Grossing up for tax

9. £10,038.34 + 1272.11 + 31,779.73 = £33,089.18  
10. LESS £20,000 tax free (£10,000 used in ex-gratia payment).  
Claimant will use all tax allowances in this tax year.  
11. £13,089.18 x 100 / 55 = £23,798.51. Tax payable £10,709.33  
12. £23,798.51 ADD £20,000 (tax free element) =

**Total financial loss award £43,798.51**

Expenses arising from dismissal

13. Relocation - international shipping UK to Australia £1,275.00  
14. Travel expenses £1,027.00

**Total expenses award £2,302.00**

**TOTAL AWARD £46,100.51**

**Employment Judge Emery  
19 August 2024**

Judgment sent to the parties on:

23 August 2024

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For the Tribunal:

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