



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Elizabeth Lisa Ladjanszky

**Respondent:** Royal Mail PLC

**Heard at:** by CVP from the Central London Tribunal **On:** 5 September 2024

**Before:** Employment Judge Woodhead

## Appearances

For the Claimant: in person

For the Respondent: Ms Zakia Tahir (Solicitor)

## JUDGMENT - REMEDY

1. The Respondent having conceded:

- 1.1 that the complaints of **unfair dismissal, unlawful deduction from wages, wrongful dismissal (notice pay) and holiday pay** (regulation 14(2) and/or 16(1) of the Working Time Regulations 1998) were well-founded; and
- 1.2 that the Respondent had unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015; and
- 1.3 that it is just and equitable to increase the **unfair dismissal compensatory award, unlawful deduction from wages award, wrongful dismissal award and holiday pay award** to the claimant by 25% in accordance with Section 207A Trade Union & Labour Relations (Consolidation) Act 1992;

the Claimant and the Respondent agreed at the hearing that **the Respondent shall pay the Claimant:**

1.4 A basic award of **£755.58** ((£125.93 x 4) x 1.5))

1.5 A compensatory award of **£6,548.36** (the statutory cap (52 x £125.93))

- 1.6 **£1,317.50** in respect of **unlawful deductions from wages** for the period 9 June 2023 to 2 August 2023. This is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.
- 1.7 **£1,318.44** in respect of **accrued but untaken holiday**. This is the gross sum. The claimant is responsible for paying any tax or National Insurance.
- 1.8 **£629.65** in respect of **notice pay** ((£125.93 x 4) x 1.25)). This is the gross sum deducted. The Claimant is responsible for the payment of any tax or National Insurance.

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**Employment Judge Woodhead**

Date 5 September 2024

Sent to the parties on:

13 September 2024

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For the Tribunals 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.

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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/>