



EMPLOYMENT TRIBUNALS

Claimant: Lisa Anderson

Respondent: Just Technologies AS

Heard at: London Central (CVP)

On: 21 November 2024

Before: Tribunal Judge Peer acting as an Employment Judge

Representation:

Claimant: Mr J. Lewis-Bale of Counsel instructed by Keystone Law

Respondent: No appearance

JUDGMENT – REMEDY

1. Liability in this case was determined by way of judgment dated 11 November 2024.
2. The claimant succeeded in her complaints of unfair dismissal and unlawful deductions from wages, breach of regulation 14 of the Working Time Regulations 1998 and breach of contract in relation to non-payment of holiday pay.
3. This hearing was listed to consider and determine remedy. The Tribunal awards compensation as set out below.
 - A. An award for Holiday Pay (calculated using the amount of a week's gross pay of £2,019.32 and a multiplier of 15.2) **£30,692.30**
 - B. A Basic Award (calculated using the amount of a week's pay of £643 and a multiplier of 4.5) **£2,893.50**
 - C. A Compensatory Award as follows:
 - a. Loss of earnings (50.4 weeks at net pay excluding pension contributions) **£71,039.87**
 - b. Loss of pension contributions **£9,509.45**

- c. Loss of benefits (share options and professional career development and training) **£55,086.00**
- d. Expenses **£59.50**
- e. Deduction of income generated during 50.4 week period **(£7,289.52)**
- f. Uplift of 10% to reflect unreasonable failure to comply with ACAS Code of Practice on Disciplinary Procedures **£12,840.53**
- g. Application of statutory cap (lower of 52 weeks gross pay or £115,115.00)

TOTAL compensatory award: **£105,000.00**

D. Loss of statutory rights: **£500.00**

4. The respondent is ordered to pay to the claimant the total sum of **£139,085.80**

Tribunal Judge Peer acting as an Employment Judge

Date 21 November 2024

JUDGMENT SENT TO THE PARTIES ON

4 December 2024

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FOR THE TRIBUNAL OFFICE