



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Donoghue  
**Respondent:** Howdens Joinery Ltd  
**Heard at:** Watford Employment Tribunal (In Public; In Person)  
**On:** 29 November 2024  
**Before:** Employment Judge Quill; Mr D Sagar; Ms I Sood

## Appearances

For the Claimant: In Person  
For the respondent: Mr Price, counsel

# REMEDY JUDGMENT

1. The Respondent is ordered to pay the **total sum of £10,675.61**, which is made up of these components:
  - 1.1. Basic Award: £2,569.50 adjusted by 25% to £1,927.13
  - 1.2. Compensatory Award: £11,664.64 adjusted by 25% to £8,748.48
2. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 (as amended) apply to this award. For that reason, the panel is required to supply the following information in relation to the remedy award described in the preceding paragraphs.
  - 2.1. The Monetary Award is: £ 10,675.61
  - 2.2. The Amount of the Prescribed Element is: £ 8,748.48
  - 2.3. The dates of the period to which the prescribed element is attributable are 25 March 2023 to 21 July 2023.
  - 2.4. The monetary award exceeds the prescribed element by £ 1,927.13.

## Employment Judge Quill

Date: 29 November 2024

JUDGMENT SENT TO THE PARTIES ON

03/01/2025

FOR THE TRIBUNAL OFFICE

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### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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.

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

**ANNEX TO THE JUDGMENT  
(MONETARY AWARDS)**

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The Tribunal has awarded compensation to the claimant, but not all of it should be paid immediately. This is because the Secretary of State has the right to recover (recoup) any jobseeker's allowance, income-related employment and support allowance, universal credit or income support paid to the claimant after dismissal. This will be done by way of a Recoupment Notice, which will be sent to the respondent usually within 21 days after the Tribunal's judgment was sent to the parties.

The Tribunal's judgment states: (a) the total monetary award made to the claimant; (b) an amount called the prescribed element, if any; (c) the dates of the period to which the prescribed element is attributable; and (d) the amount, if any, by which the monetary award exceeds the prescribed element. Only the prescribed element is affected by the Recoupment Notice and that part of the Tribunal's award should not be paid until the Recoupment Notice has been received.

**The difference between the monetary award and the prescribed element is payable by the respondent to the claimant immediately.**

When the Secretary of State sends the Recoupment Notice, the respondent must pay the amount specified in the Recoupment Notice to the Secretary of State. This amount can never be more than the prescribed element of any monetary award. If the amount is less than the prescribed element, the respondent must pay the balance to the claimant. If the Secretary of State informs the respondent that it is not intended to issue a Recoupment Notice, the respondent must immediately pay the whole of the prescribed element to the claimant.

The claimant will receive a copy of the Recoupment Notice from the Secretary of State. If the claimant disputes the amount in the Recoupment Notice, the claimant must inform the Secretary of State in writing within 21 days. The Tribunal has no power to resolve such disputes, which must be resolved directly between the claimant and the Secretary of State.