



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Ian Cooper

v

Software Office Limited

Heard at: Norwich (by CVP)

On: 7 February 2025

Before: Employment Judge Postle

Appearances

For the Claimants: In person

For the Respondent: No response entered, did not attend and was not represented

REMEDY JUDGMENT

1. The Claimant suffered an unlawful deduction of wages in the month of February 2024 and the Respondents are Ordered to pay: **£1,956.14**.
2. The Respondents failed to pay the Claimant's holiday entitlement and is Ordered to pay to the Claimant the sum of: **£2,211.00**.
3. The Claimant's Remedy for constructive unfair dismissal is as follows:
The Respondents are Ordered to pay a basic award of: **£4,822.50**.
4. The Respondents are Ordered to pay compensation totalling: **£30,323.09** after giving credit for the income the Claimant derived in the first instance from the part time Cinema employment between 19 March 2024 and 1 October 2024 and then as a Bus Driver from 1 October 2024 to 28 February 2025.
5. The Claimant's compensatory award is not subject to recoupment as the Claimant was not in receipt of any state benefits.

Approved by:

Employment Judge Postle

Date: 4 / 03 / 2025

Sent to the parties on: 8 March 2025

For the Tribunal Office

Public access to Employment Tribunal decisions

Judgments and Reasons for the Judgments are published, in full, online at 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 is likely to be payable in most but not all circumstances. 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/>