



# EMPLOYMENT TRIBUNALS

**Claimant:** Anna Munkevics

**Respondent:** Echo Personnel Ltd

**Heard at:** Midlands West Employment Tribunal

**On:** 6<sup>th</sup> & 7<sup>th</sup> February 2025 (Hybrid Hearing)

**Before:** Employment Judge Gidney  
Mrs Jennifer Whitehill  
Mr John Kelly

## Appearances

For the Claimant: Mrs Anna Munkevics (in person)

For the Respondent: Mrs Jennie Alexander (in person, attending by CVP)

## REMEDY JUDGMENT

### The Remedy Judgment of the Tribunal that:

1. The Claimant's total losses arising are assessed in the sum of £25,109.92, as set out in the Remedy Calculation Summary below.

Employment Judge Jonathan Gidney  
Tribunal Members Mr Kelly & Mrs Whitehill  
Amended following a Reconsideration Request on 1<sup>st</sup> April 2025

**Remedy Calculation Summary****1. Details**

Date of birth of claimant	11/02/1987
Date started employment	09/03/2021
Effective Date of Termination	16/05/2023
Period of continuous service (years)	2
Age at Effective Date of Termination	36
Date new equivalent job started or expected to start	15/11/2023
Remedy hearing date	06/02/2025
Date by which employer should no longer be liable	15/11/2023
Statutory notice period (weeks)	2
Net weekly pay at EDT	397.48
Gross weekly pay at EDT	480.77
Gross annual pay at EDT	25,000.00

**2. Basic award**

Basic award	961.54
Number of qualifying weeks (2) x Gross weekly pay (480.77)	
<b>Total basic award</b>	<b>961.54</b>

**3. Damages for wrongful dismissal**

Loss of earnings	794.96
Damages period (2) x Net weekly pay (397.48)	
<b>Total damages</b>	<b>794.96</b>

**4. Compensatory award (immediate loss)**

Loss of net earnings	9,579.27
Number of weeks (24.1) x Net weekly pay (397.48)	
Plus loss of statutory rights	480.00
Plus Difference in pay between £25,000 and £21,250 between 17.4.22 (Evans employment) and 30.4.22, ie £49.47 x 2 weeks	98.94
Plus 90% of difference between pay £25,000 and £21,250 between 1.5.22 and 12.6.22 (compulsory maternity) ie £44.52 x 6 weeks	267.13
Plus Bonus of £44.17 from 3.7.23 until 15.11.23. £44.17 x 19 weeks	839.23
Plus Employer's Pension Contribution (£11.58 x 26.1 weeks)	302.23
Less Reduction in salary to reflect 20% part time hours from 2.5.23 to 3.7.23. £317.98 x 9	-2,861.85
<b>Total compensation (immediate loss)</b>	<b>8,704.95</b>

**5. Adjustments to total compensatory award**

Less Polkey deduction @ 0%	0.00
Plus failure by employer to follow statutory procedures @ 10%	870.50

<b>Compensatory award before adjustments</b>	<b>8,704.95</b>
<b>Total adjustments to the compensatory award</b>	<b>870.50</b>
<b>Compensatory award after adjustments</b>	<b>9,575.45</b>

**6. Non financial losses**

Injury to feelings	12,000.00
Plus interest @ 8% for 676 days	1,777.97
Aggravated damages	0.00
Physical and psychiatric injury	0.00
<b>Total non-financial award</b>	<b>13,777.97</b>

**7. Summary totals**

Basic award	961.54
Wrongful dismissal	794.96
Compensation award including statutory rights	9,575.45
Non-financial loss	13,777.97
<b>Total</b>	<b>25,109.92</b>

**Recoupment**

Prescribed period	31/05/2023 to 06/02/2025
Total award	£25,109.92
Prescribed element	£9,579.27
Balance	£15,530.65

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