



EMPLOYMENT TRIBUNALS

Claimant: Ms A Duygu
Respondent: City Gaming Ltd
Heard at: East London Hearing Centre
On: 18 and 19 June 2025
Before: Employment Judge Gordon Walker

Appearances

For the claimant: Ms P Loughlin, friend

For the respondent: Ms T Sandiford, counsel

JUDGMENT

1. The claimant is awarded compensation for unfair dismissal as set out below:
 - a. **Basic award: £1008.44.** This is calculated by reference to the claimant's gross weekly pay (£672.29) x 2 x 1.5.
 - b. **Compensatory award: £5590.** This comprises:
 - i. 100% of lost earnings between 22 January 2024 and 19 February 2024 (calculated by reference to the claimant's net weekly pay £516.75): £2067
 - ii. 100% of lost pension that would have been accrued between 22 January 2024 and 19 February 2024 on employer contributions of 3.1%: £64.08
 - iii. 20% of lost earnings between 19 February 2024 and 25 July 2024 (calculated by reference to 20% of the claimant's net weekly pay of £516.75): £2377.05
 - iv. 20% of lost pension that would have been accrued between 19 February 2024 and 25 July 2024 on employer contributions

of 3.1%: £73.69

- v. An award for loss of statutory rights: £500
 - vi. The Tribunal awards an uplift of 10% to the compensatory award to reflect the respondent's unreasonable failure to comply with the ACAS code of practice: £508.18
2. The award for loss of earnings is subject to recoupment of any relevant payments of universal credit. The parties' attention is directed to the provisions for payment of this award as set out in the annex to this judgment.

Employment Judge Gordon Walker
Dated: 20 June 2025

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.

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.

ANNEX TO THE JUDGMENT (MONETARY AWARDS)

The following particulars are given pursuant to the Employment Protection (Recoupment of Jobseekers Allowance and Income Support) Regulations 1996, SI 1996 No 2349, Reg 4.

(a) Monetary award: £5590 (the total of the compensatory awards, including loss earnings, loss of pension, loss of statutory rights and the ACAS uplift).

(b) Prescribed element: £4444.05 (the amount of lost earnings suffered by the claimant in the prescribed period).

(c) Period to which (b) relates: 22 January 2024 to 25 July 2024 (the period of loss for which the claimant is being compensated).

(d) Excess of (a) over (b): £1145.95

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) universal claimant 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.

Only the prescribed element (item (b) above) 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 (item (d) above) is payable by the Respondent to the Claimant immediately, together with the payment for the basic award.

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 does not intend 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.