



# EMPLOYMENT TRIBUNALS

## Claimant

Mr Ian Cooper

## Respondent

SoftOffice Limited

v

**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

T Cadman  
For the Tribunal Office

Amended by:

Employment Judge Hutchings  
(Amended date): 19 June 2025

Corrected judgement sent to the parties  
on: 2/7/2025

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](https://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/>