



EMPLOYMENT TRIBUNALS

Claimant: Mrs Dee Desai

Respondent: Tele Prospects Limited

FINAL HEARING

Heard at: Birmingham (by video)

On: 30 June & 1 July 2025

Before: Employment Judge Camp

Appearances

For the Claimant: in person

For the Respondent: Mrs Karen Chilton, director of Victor Hydon Limited

JUDGMENT

1. The reason for the Claimant's dismissal was redundancy.
2. The Claimant was unfairly dismissed.
3. The Claimant seeks compensation only.
4. Had the Respondent acted fairly, the effective date of termination of the Claimant's employment would have been at least a week later than it was and there is a 50 percent chance that the Claimant would not have been dismissed at all.
5. The Claimant is awarded compensation as follows:
 - a. a basic award of £nil, because the Claimant has already received a statutory redundancy payment;
 - b. a compensatory award of £2,920.80 made up of:
 - i. loss of statutory rights of £362 (50% of £724);

- ii. travel expenses for attending a job interview of £7.75 (50% of £15.50);
 - iii. lost earnings of £2,453.31 (1 week's net pay of £545.18 and 50% of 7 weeks' net pay);
 - iv. lost employers' pension contributions of £97.74 (3% of 1 week's gross pay of £724 and 3% of 50% of 7 weeks' gross pay).
6. The Respondent must pay the Claimant a total sum of **£2920.80**
7. Reasons were given orally at the hearing. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Employment Judge Camp

Approved on 2 July 2025