



EMPLOYMENT TRIBUNALS

Claimant

Ms A. Afzal

Respondent

Inspiralis Limited

v

Heard at: Norwich

On: 25 June 2025

Before: Employment Judge M. Hunt

Appearances

For the Claimant: Mr A. Maqbool

For the Respondent: Mr R. Bush

JUDGMENT

1. The claim of wrongful dismissal is well-founded and succeeds. The Respondent must pay to the Claimant the sum of £692.30. This sum consists of the following:
 - a. £115.38 on account of a day's unpaid wages, referable to the final day of the Claimant's contractual notice period; and
 - b. £576.92 on account of contractual severance pay.
2. Although matters relating to taxation and national insurance contributions are for others to determine, the Tribunal believes that the first sum (£115.38) should be subject to deductions on account of tax and national insurance contributions (if applicable). The Tribunal believes that the second sum should be considered as exempt from taxation on the basis that it is a "termination award" for the purposes of Chapter 3 of Part 6 of the Income Tax (Earnings and Pensions) Act 2003 and is below the applicable £30,000 threshold.

Approved by
Employment Judge M. Hunt

Date: 25 June 2025

Sent to the parties on: 30 July 2025.....

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For the Tribunal Office