



EMPLOYMENT TRIBUNALS

Claimant: L Carroll

Respondent: SD Administration Ltd

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 21 March 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The unfair dismissal complaint is well-founded. The claimant was unfairly dismissed.
3. The respondent shall pay the claimant the following sums in relation to the claim for unfair dismissal:
 - a. A basic award of **£14,913.57**
 - b. A compensatory award of **£1,187.60** for loss of earnings calculated as follows:
 - i. Loss of basic (net) salary from 6/1/25 (date of effective termination) to date of judgment) = 39 weeks x £524.64 = £20,460.96
 - ii. Less net earnings received from other employment during the same period = £19,273.36
 - 6/1/25 to 30/4/25: 16 weeks x £483.15 = £7,730.40
 - 1/5/25 to 2/10/25: 22 weeks x £524.68 = £11,542.96
 - £7,730.40 + £11,542.96 = £19,273.36
 - iii. £20,460.96 – £19,273.36 = £1,187.60
4. The respondent has made unauthorised deductions from the claimant's wages contrary to Part II Employment Rights Act 1996. The claimant was not paid for the

period 20 November 2023 to 5 January 2025 (at a rate of £634.62 per week). The respondent must pay the claimant the gross sum of **£37,351.92**.

The respondent must pay these wages after deducting tax and national insurance. In the event that the claimant receives this amount without deductions then the claimant must account to HMRC.

5. The respondent is ordered to pay the claimant **£53,453.09** in total.
6. The hearing listed to start on **9 March 2026** is cancelled.

Approved by:

Employment Judge Leach

2 October 2025

JUDGMENT SENT TO THE PARTIES ON

6 November 2025

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6009820/2025**

Name of case: **L Carroll** v **SD Administration Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 6 November 2025

the calculation day in this case is: 7 November 2025

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office