



# EMPLOYMENT TRIBUNALS

**Claimant:** G Braha

**Respondent:** Chatloop LTD

**Heard at:** Manchester **On:** 23 October 2025

**Before:** Employment Judge KM Ross

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Did not attend

# REMEDY JUDGMENT

1. I award notice pay in the sum of **£2,707.69**
2. I award 3.5 days holiday pay in the sum of **£473.85**
3. The claimant is entitled to a redundancy payment of 2 weeks gross pay of **£1,353.84**
4. Unfair Dismissal. I award a compensatory award of £500 loss of statutory rights, 10 days loss of earnings of £1,353.80 and £50 loss of interest on savings and interest on loan repayments caused by nonpayment of wages due making a total of **£1,903.80**
5. **The total payable by the respondent to the claimant within 14 days of the date of this Judgment is £6,439.18**
6. The Recoupment Regulations 1996 do not apply.
7. Pursuant to s12 Employment Tribunals Act 1996, I find an aggravating feature of this case is the respondent's persistent refusal to respond to the claimant or pay her the sums to which she is entitled or to engage in these proceedings. I therefore exercise my discretion to issue a penalty. In terms of ability to pay, have taken into account the respondent is still trading. In accordance with s12A(4) and (5) ETA 1996 I must therefore issue a penalty in the amount of half the award, £3,219.59, which is payable to the Secretary of State.

**Employment Judge KM Ross,  
23 October 2025**

Judgment sent to the parties on:

11 December 2025

For the Tribunal:

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**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](http://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 may be payable. 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/>



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

#### ARTICLE 12

Case number: **6006272/2025**

Name of case: **G Braha** v **Chatloop 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 **11 December 2025**

**the calculation day** in this case is: **12 December 2025**

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

For the Employment Tribunal Office