



EMPLOYMENT TRIBUNALS

Claimant: Ms S Jan

Respondent: Switch2 Energy Limited

Heard at: Leeds (by CVP) On: 3 March 2026

Before: Employment Judge Robertson
Mrs S Scott
Mr D Eales

Representation

Claimant: In person

Respondent: Ms R Taylor, solicitor

UNANIMOUS FIRST REMEDY JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The respondent is ordered to pay to the claimant damages for breach of contract in respect of the claimant's entitlement to seven weeks' notice of termination of her employment in the sum of **£2,801.68**.
2. This figure represents seven weeks' gross pay at £381.09 per week totalling £2,667.63 and seven weeks' life insurance and private medical cover at annual values of £432 and £564 respectively, totalling £134.05.
3. The respondent is ordered to pay to the claimant a Basic Award of compensation for unfair dismissal in accordance with section 119 of the Employment Rights Act 1996 in the sum of **£2,667.63**.
4. All other matters of remedy (including the Compensatory Award for unfair dismissal in accordance with section 123 of the Employment Rights Act 1996) are adjourned to be dealt with at a further remedy hearing to be arranged in accordance with the Tribunal's separate Case Management Orders.

Employment Judge Robertson

3 March 2026

JUDGMENT SENT TO THE PARTIES ON

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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 (apart from judgments under rule 51) and reasons (with the exception of summary reasons) for the judgments are published, in full, online at 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/>