



EMPLOYMENT TRIBUNALS

Claimant: Miss B Littlewood

Respondent: Nuffield Health

Heard at: Cardiff **On:** 18 and 19 February 2026

Before: Employment Judge S Moore
Mr C Williams
Mr A Fryer

Representation

Claimant: In person

Respondent: Mr N Smith, Counsel

JUDGMENT ON REMEDY

1. The respondent is ordered to pay the claimant a basic award of £3,428.75.
2. In accordance with S123 and S124 Employment Rights Act 1996, the respondent is ordered to pay the claimant a total of £76,740.40 in relation to the compensatory award.
3. This comprises of the net sum of £62,283.93 for loss of wages and £7,480.05 for loss of benefits between 20 September 2023 and 1 June 2026 uplifted by £6,976.40 or 10% for failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures.
4. The Employment Protection (Recoupment of Benefit) Regulations 1996 do not apply to this award.
5. The respondent is ordered to pay the claimant the sum of £33,700 for injury to feelings uplifted by £3,370.00 or 10% for failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures. The total sum payable is £37,070.00.
6. The respondent is ordered to pay the claimant the sum of £1,798.30 for unpaid wages between the period 6 June 2022 – 29 August 2022, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
7. The respondent is ordered to pay the claimant £2,000.29 for unpaid statutory sick pay between the period 11 January 2023 to 19 September

2023, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

8. The respondent is ordered to pay the claimant the sum of £4,097.52 for unpaid holiday pay, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
9. The respondent is ordered to pay the claimant the sum of £500.00 for loss of statutory rights.
10. The Respondent is ordered to pay the claimant the sum of £22,327.60 in respect of tax payable on the award ('grossing up').
11. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is not just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant £1,055.00.

Approved by:

Employment Judge S Moore
16 March 2026

JUDGMENT SENT TO THE PARTIES
ON

16 March 2026

Katie Dickson
FOR THE TRIBUNAL OFFICE

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/