



EMPLOYMENT TRIBUNALS

Claimant: Mr C Thornton

Respondent: NSLX Limited

Heard at: Liverpool

On: 6 May 2026

Before: Employment Judge Shotter

REPRESENTATION:

Claimant: In person

Respondent: No attendance

REMEDY JUDGMENT

The Judgment of the Tribunal is;

1. The respondent made an unauthorised deduction from the claimant's wages in the month of May and June 2024 in the sum of £6,666 gross (£3,333 per month gross). The respondent is ordered to pay to the claimant the sum of £6,666 gross less lawful deductions of tax and national insurance.
2. The respondent is ordered to pay damages for wrongful dismissal in the sum of £3,333 less lawful deduction of tax and national insurance (one month's contractual unpaid notice).
3. The respondent is ordered to pay the sum of 1,863.01 less lawful deductions of tax and national insurance, accrued unpaid holidays (17-days@ £109.59 per day).
4. The respondent is ordered to pay to the claimant compensation for detriment by way of loss of earnings in the sum of £115, 870 less lawful deductions of tax and national insurance (3 years salary to 4 July 2026 less £4130 earnings).

5. The respondent is ordered to pay to the claimant injury to feelings in the sum of £12,500.
6. The behaviour of Neil Scriviner was high handed, malicious, insulting and oppressive designed conduct this litigation in a unnecessarily vindictive manner including posting in a July 2024 blog post information aimed at prospective employers and refusing to take the blog post down unless the claimant paid him money, the high threshold for an award of aggravated damages is met, and the respondent is ordered to pay to the claimant aggravated damages in the sum of £7,500.00.
7. The respondent is ordered to pay to the claimant interest in the sum of £1843.00 on the injury to feelings (673 days@8%) and £8533.01 on the loss of earnings (mid-point 336 days@8%).
8. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015, and it is just and equitable to increase the compensatory award payable to the claimant by 10 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992. The respondent is ordered to pay to the claimant an ACAS uplift in the sum of £15,810.08 (158,108.02@10%)
9. The recoupment provisions apply:
 - (a) The monetary award: £173,918.82.
 - (b) The amount of any prescribed element: £13,332.00
 - (c) The dates of the period to which the prescribed element relates: 20 January 2026 to 6 May 2026
 - (d) The amount if any, the monetary award exceeds the prescribed element: £160,586.82.

Approved by:

Employment Judge Shotter

6 May 2026

Judgment sent to the parties on:

14 May 2026

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



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

ARTICLE 12

Case number: **6005631/2024**

Name of case: **Mr C Thornton** v **NSLX 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: 14 May 2026

the calculation day in this case is: 15 May 2026

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

For the Employment Tribunal Office

Claimant: Mr C Thornton

Respondent: NSLX Ltd

**ANNEX TO THE JUDGMENT
(MONETARY AWARDS)**

Recoupment of Benefits

The following particulars are given pursuant to the Employment Protection (Recoupment of Benefits) Regulations 1996, SI 1996 No 2349.

The Tribunal has awarded compensation to the claimant, but not all of it should be paid immediately. This is because the Secretary of State has the right to recover (recoup) any jobseeker's allowance, income-related employment and support allowance, universal credit or income support paid to the claimant after dismissal. This will be done by way of a Recoupment Notice, which will be sent to the respondent usually within 21 days after the Tribunal's judgment was sent to the parties.

The Tribunal's judgment states: (a) the total monetary award made to the claimant; (b) an amount called the prescribed element, if any; (c) the dates of the period to which the prescribed element is attributable; and (d) the amount, if any, by which the monetary award exceeds the prescribed element. Only the prescribed element is affected by the Recoupment Notice and that part of the Tribunal's award should not be paid until the Recoupment Notice has been received.

The difference between the monetary award and the prescribed element is payable by the respondent to the claimant immediately.

When the Secretary of State sends the Recoupment Notice, the respondent must pay the amount specified in the Recoupment Notice to the Secretary of State. This amount can never be more than the prescribed element of any monetary award. If the amount is less than the prescribed element, the respondent must pay the balance to the claimant. If the Secretary of State informs the respondent that it is not intended to issue a Recoupment Notice, the respondent must immediately pay the whole of the prescribed element to the claimant.

The claimant will receive a copy of the Recoupment Notice from the Secretary of State. If the claimant disputes the amount in the Recoupment Notice, the claimant must inform the Secretary of State in writing within 21 days. The Tribunal has no power to resolve such disputes, which must be resolved directly between the claimant and the Secretary of State.