



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Davidson

Respondent: Ashan Malik

Heard at: Newcastle (By Video) **On:** 20th May 2026

Before: Employment Judge S Edwards

Representation

Claimant: In person

Respondent: Did not attend

The respondent having failed to present a response to the claim, pursuant to Rule 22 Employment Tribunal Procedure Rules 2024 the Tribunal issues the following:

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant the following sums:
 - (a) A compensatory award of **£7472**.

Note that this is actual the sums payable to the claimant after any deductions or uplifts have been applied.
3. The complaint of wrongful dismissal / breach of contract in relation to notice pay is well-founded.
4. The respondent shall pay the claimant **£1098** as damages for wrongful dismissal / breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
5. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:

Employment Judge Edwards

20th May 2026

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.

All judgments (apart from judgments under Rule 51) and any written full 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/