



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Raczek

Respondents: (1) New Clean Ltd
(2) Mr Alan Trim

Heard at: Cambridge Employment Tribunal **On: 27 April 2026**

Before: Employment Judge Michell (sitting alone)

Appearances:

For the claimant: In person

For the respondents: Mr Trim (director of the First Respondent)

REMEDY JUDGMENT

The judgment of the Tribunal is that: -

1. The First Respondent shall pay the Claimant the sum of **£2,366.25**, comprising:
 - a. a basic award of £420;
 - b. a compensatory award of £500 for loss of statutory rights; and
 - c. a compensatory award of £1,446.25 for loss of earnings in the period 30 September to 19 December 2024.
2. For recoupment purposes:
 - a. Monetary award: £2,366.25.
 - b. Prescribed element: £1,348.33.
 - c. Period of prescribed element: 30 September to 19 December 2024.
 - d. Balance of the monetary award in excess of the prescribed element: **£1,017.92.**

Information required in relation to recoupment

1. The prescribed element for the purposes of the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 is **£1,348.33**. Payment of this part of the award is deferred to allow the Secretary of State time to serve a recoupment notice or notify the Respondent that no recoupment notice will be served.
2. The prescribed period is the period from 30 September 2024 (being the time the claimant would have returned from maternity leave) to 19 December 2024.
3. The total amount of the monetary award is, as set out above, **£2,366.25**.
4. The balance of the award is **£1,017.92**, being the difference between the total award and the prescribed element. This part of the award is immediately payable by the First Respondent to the Claimant.
5. The effect of the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 was discussed at the hearing and the parties' attention is drawn to the explanation contained in the Annex to this judgment.

APPROVED BY:

Employment Judge Michell

Date: 27 April 2026

SENT TO THE PARTIES ON:
4 June 2026

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FOR THE TRIBUNAL OFFICE

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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.

If there are written full reasons for the judgment, they are also published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the full reasons, and therefore the written full reasons would be provided if there was such a request.

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.