



EMPLOYMENT TRIBUNALS

Claimant: Z

Respondent: LCUK Richmond Limited

Heard at: London South (via CVP) **On:** 27 March 2026

Before: Employment Judge Fredericks-Bowyer

Appearances

For the claimant: In Person
For the respondent: Did not attend

REMEDY JUDGMENT

1. The claimant's remedy which must be paid to the claimant for unfair dismissal is made up of:-
 - 1.1. Basic Award – **£1,015.00**
 - 1.2. Compensatory Award - **£3,776.30** (all past losses account for Polkey reduction)
2. There is a 25% uplift to the basic and compensatory award for unreasonable failure to comply with the ACAS Guidelines in the sum of – **£1,197.83**
3. The claimant suffered an unlawful deduction from wages and it is ordered that the respondent pays her the sum of **£159.50** in compensation, which the claimant must then account to HMRC about in respect of the tax owed.
4. The respondent failed to pay the claimant accrued but untaken holiday pay and it is ordered that it pays the sum of **£2,478.00** in compensation, which the claimant must then account to HMRC about in respect of the tax owed.
5. The claimant was not given a written contract of employment and it is just and equitable to award 4 weeks' pay as compensation in the sum of **£2,030.00**
6. The **total sum** which the respondent must pay to the claimant is, therefore, **£10,656.63.**

Approved by:
Employment Judge Fredericks-Bowyer
Date: 12 June 2026

Case Number: 2304408/2023

Sent to the parties on:
Date: 18 June 2026