



EMPLOYMENT TRIBUNALS

Claimant: Ms G Giadom

Respondent: Northwest Associates Limited

Heard at: Watford Employment Tribunal (In Public; By Video)

On: 20 and 21 May 2026

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: Dr A Belle, FRU

For the respondent: Mr M Onu, director

JUDGMENT

1. To the extent that any complaints alleging breach of contract or for holiday pay were presented, those complaints are dismissed on withdrawal. The only complaint was one alleging unfair dismissal and it was presented in time.
2. The claimant had continuous employment with the respondent between 27 September 2021 and 29 February 2024. This is a period of two complete years.
3. The dismissal reason was redundancy.
4. The claimant was unfairly dismissed on 29 February 2024.
5. Had a fair consultation process taken place there is a 100% chance that the claimant would have been dismissed at the end of that fair process
6. A fair consultation process could have been completed by no later than 7 March 2024. Even though the respondent could, in theory, have given the claimant a warning of potential redundancy earlier than 29 February 2024 they did not do so and so a fair consultation would have been one which commenced on 29 February and which concluded on 7 March 2024.

7. The Claimant did not request an order under section 113 the Employment Rights Act 1996 ("ERA").
8. The entitlement to a basic award is 3 multiplied by a week's pay, It is necessary to give credit for the amount purportedly paid as a statutory redundancy payment
9. The compensatory award is for one week's net pay. There is no award for loss of statutory rights in the circumstances
10. The claimant is also entitled to an award in accordance with section 38 of the Employment Act 2002. That award is for two weeks' gross pay.
11. There is no entitlement to an ACAS uplift.

Remedy

12. The figures are calculated treating one week's gross pay as £284.83 per week. The net loss for one week is assessed at £262.60, including pension loss.
13. The Respondent is ordered to pay the total sum of £1015.92, which is made up of these components:
 - 13.1. Basic Award: $[(3 \times £284.83) - £670.83]$: £183.66
 - 13.2. Compensatory Award: £262.60
 - 13.3. Employment Act 2002, Section 38: £569.66
14. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 (as amended) apply to this award. For that reason, the Tribunal is required to supply the following information in relation to the remedy award described in the preceding paragraphs.
 - 14.1. The Monetary Award is: £1015.92
 - 14.2. The Amount of the Prescribed Element is: £262.60
 - 14.3. The dates of the period to which the prescribed element is attributable are 1 March 2024 to 7 March 2024.
 - 14.4. The monetary award exceeds the prescribed element by £753.32

Approved by:

Employment Judge Quill

Date: 22 May 2026

JUDGMENT SENT TO THE PARTIES ON

.....30 June 2026.

FOR THE TRIBUNAL OFFICE

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. Written summary reasons are not 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 summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

**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.