EMPLOYMENT TRIBUNALS

Claimant: **Mr G Broad**

Respondent: **Sansum Solutions Group Limited**

Heard at: **London East Hearing Centre (in public, by video)**

On: **12 May 2026**

Before: **Employment Judge Moor**

Representation
Claimant: in person
Respondent: did not attend

JUDGMENT

1. The complaint of unfair dismissal is well-founded and succeeds.

2. The claim for accrued but untaken holiday pay is dismissed upon withdrawal (the amount has now been paid).

3. The claim for breach of contract (dismissal without notice) succeeds.

4. The Respondent must pay to the Claimant **£19,560.49**.

A calculation is attached.

Recoupment does not apply as the Claimant has not claimed relevant benefits.

Approved by:
Employment Judge Moor
Dated: 10 August 2026

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.

Public access to employment tribunal decisions

Judgments and reasons for the 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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/

CALCULATION

Gross pay £3,510 pcm (£42,120)

Net pay £2,832.48 pcm (£33,989.76)

Weeks pay capped at £700 for basic award.

Net earnings from 18 August 2025 at £28,000 (Salary Calculator) = £23,659.44

If had stayed in work from 19 August 2025 salary reduced to £37,120 = £30, 246 net

Net earnings from 19 January 2026 at £34,000 = £27,999.60

Basic Award	**£**
4 x 1.5 x 700 = £4,200 + 20% =	**<u>5,040.00</u>**
Compensatory Award	
Past Lost Earnings	
26 June to 18 Aug = 52 days full loss	
2832.48 x 12 x 52/365 =	£4,842.38
19 Aug 2025 – 18 Jan 2026 153 days partial loss using lower salary	
30,246-23,659.44 x 153/365 =	£2,760.94
19 Jan 2026 – 12 May 2026 153 days partial loss using lower salary	
30246 -27999.60 x 153/365 =	<u>£941.64</u>
Past loss = £8544.96 +20% =	**£10,253.95**

Future Lost Earnings

Ongoing annual loss £30,246 – £27,999.6 = £2,246.40 x 60%

to pension age 8 July 2028 and uplifted =

787 days/365 x 2246.4 x 60% + 20% =	**£3,487.40**

Loss of Employer Pension Contributions

£22.16 a week –calculation up to second job after which de minimis

205 days = 29.3 weeks = £649.28 + 20% =	**£779.14**
Total compensatory = past + future + pension	
10253.95 + 3487.40 + 779.14 =	**<u>£14,520.49</u>**
TOTAL AWARD Basic + compensatory =	**£19,560.49**

(Damages for loss of notice already awarded in respect of loss of earnings in the same period. Therefore no extra award to avoid double-counting).