EMPLOYMENT TRIBUNALS

Claimant: **A Strickland**

Respondent: **Big Help Group Ltd**

JUDGMENT

1. The claim was presented in the Manchester Employment Tribunal on 16 July 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.

2. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £1,991.38. This 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".

3. The respondent breached the claimant's contract by making an (agreed) deduction from the claimant's pay in respect of employee pension contributions but failed to pay the same into the occupational pension scheme and must pay damages to the claimant of £44.14.

4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,378.65.

5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £288.86.

6. The respondent must pay the claimant **£3,703.03** in total.

Approved by:

Employment Judge Phil Allen

2 July 2026

Case Number: 6026544/2025

JUDGMENT SENT TO THE PARTIES ON

19 August 2026

FOR THE TRIBUNAL OFFICE

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6026544/2025**

Name of case: **A Strickland** v **Big Help Group Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 19 August 2026

the calculation day in this case is: 20 August 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office