

Respondent: TEC Partnership

AT A REMEDY HEARING

Heard at: Leeds by CVP video conferencing On: 7th April 2026

Before: Employment Judge Lancaster

Representation

Claimant: In person

Respondent: Ms K Hindmarch, solicitor

JUDGMENT

1. As previously directed there is no additional basic award for unfair dismissal nor a separate award of damages for breach of contract .

2. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal just and equitably assessed as follows:

2.1 Loss of earnings from 19 th March to 19 th August 2024, 5 months at £3757.64 net	£18788.20
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2.2 Loss of employer's pension contributions until 1st January 2025
9 months at £1,302.24 per month £9976.68

2.3 Loss of statutory rights	£500.00
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2.3 Loss sustained by way of additional travel expenses reasonably incurred in working in new but higher paid employment	£5000.00
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2.4 Difference in amount of employer's pension contributions from enrolment in new employer's pension scheme.	
5 years at £469.92 per month	<u>£28.195.20</u>
	£62460.08

2.4 10 per cent uplift for non-compliance with the ACAS code of practice	
	<u>£6246.01</u>
	£68706.09

Note

Summary 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.

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

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