Case Number: 6010144/2026

EMPLOYMENT TRIBUNALS

Claimant: **Michele Rackham**

Respondent: **Samuel Phillips Newcastle Limited**

JUDGMENT

1. The claim was presented in the Newcastle Employment Tribunal on 23 March 2026. 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, in accordance with rule 22 of the Rules of Procedure.

2. The claimant was unfairly dismissed and the respondent is ordered to pay her a basic award of £10,500 and an additional compensatory award of £7,342.07. No uplift is applicable arising out of the ACAS Code of Practice on Disciplinary Procedures in circumstances where the claimant was not dismissed for a reason related to conduct or capability.

3. The claimant was dismissed in breach of contract but any damages have already been accounted for in the unfair dismissal compensatory award (a net amount of £5195.52).

4. The respondent must pay the claimant **£17,842.07** in total.

5. The hearing listed on **Hearing Date 10 June 2027** is cancelled.

Approved by:

Employment Judge Maidment

5 August 2026