



# EMPLOYMENT TRIBUNALS

## Claimant

Sarah Harradine

## Respondent

Thoughtstream Consulting Ltd

v

## Heard at:

Watford (via CVP)

## On:

26 November 2024

## Before:

Employment Judge Grahame Anderson

## Appearances

**For the Claimant:** In person

**For the Respondent:** No appearance

## JUDGMENT

- 1 Under section 163 Employment Rights Act 1996 it is determined that the claimant is entitled to a redundancy payment of **£5,192.28**.
- 2 The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed. The respondent shall pay the claimant the following sums (these are the actual sums payable to the claimant after any deductions or uplifts have been applied):
  - 2.1 Pursuant to section 122(4) of the Employment Rights Act 1996, the claimant's basic award is reduced to nil to reflect that the redundancy payment ordered in paragraph 1 of this Judgment.
  - 2.2 A compensatory award of **£10,206.99**.
- 3 The complaint in respect of holiday pay is well-founded. The respondent (1) made an unauthorised deduction from the claimant's wages, (2) was in breach of contract and (3) failed to pay the claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998 by failing to pay the claimant for holiday entitlement accrued but not taken on the date the claimant's employment ended. Accordingly, the respondent shall pay the

claimant **£1,153.84**. The claimant is responsible for paying any tax or National Insurance.

4 The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:

4.1 The total monetary award payable to the claimant for unfair dismissal is £10,206.99

4.2 The prescribed element is £10,206.99.

4.3 The period of the prescribed element is from 1 May 2023 to 1 November 2023.

4.4 The difference between (1) and (2) is £0.

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Employment Judge Anderson

Date: 4 December 2024

Sent to the parties on: 02/01/2025

For the Tribunal Office.

**Note**

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.

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Judgments and Reasons for the Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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 is likely to be payable in most but not all circumstances. 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/>