



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Grace Ejiga

v

Olive Jar Digital Limited

Heard at: London Central

On: 19 - 20 December 2024

Before: Employment Judge Lewis

Representation

For the Claimant: Mr A Sugarman, Counsel

For the Respondent: Mr B Keith, Counsel

JUDGMENT

1. The claimant was unfairly dismissed.
2. The claim for wrongful dismissal (notice pay) is upheld.
3. The claimant made unauthorised deductions from the claimant's pay for the period 3 – 21 May 2024.
4. In respect of the unfair dismissal claim, the claimant is awarded:
 - 4.1. a basic award of **£2,800** and
 - 4.2. a compensatory award of £500 + 25% ACAS uplift = **£625**.
5. For wrongful dismissal the claimant is awarded: **£18,288.82** (£14,268 net pay + £3567 ACAS uplift; £330.21 employer pension contribution + 82.55 ACAS uplift; £32.85 healthcare + £8.21 ACAS uplift).
6. For unauthorised deductions, the claimant is awarded: **£3,300.19** (£2,634.09 12 days net pay + £658.52 ACAS uplift; £6.06 healthcare + £1.52 ACAS uplift). There is no pension contribution loss for these 12 days because it was paid at the time.

7. As requested, the above does not include any figure for lost commission.

Employment Judge Lewis

Dated: 20 December 2024

Judgment and Reasons sent to the parties on:

31 December 2024

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For the Tribunal Office