



EMPLOYMENT TRIBUNALS

Claimant: Ms K Dillon

Respondent: Lincolnshire County Couriers Ltd

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The respondent unfairly dismissed the claimant. The respondent is ordered to pay compensation in the sum of **£7,811.26** made up as follows:-
 - a. A basic award of £2,736.00.
 - b. A compensatory award of £3,513.01 (including loss of earnings, loss of employer's pension contribution and a notional award for loss of statutory rights. This award does not compensate for lost earnings during the notional period of 5 weeks' notice due, which is dealt with separately below.)
 - c. An uplift to the above figures of 25% under s.207A of the Trade Union and Labour Relations (Consolidation) Act 1992.

2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£2280** (£1824.00 plus an uplift of 25% under the 1992 Act as above).

3. The claim of unlawful deductions of wages insofar as the money deducted from wages for pension contributions has not been paid into the relevant pension fund is not a matter the employment tribunal has jurisdiction to determine and should be referred to the Pensions Regulator.

Employment Judge **Clark**

Date: 10/11/2020