

RM



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Paha  
**Respondent:** Tantalum Corporation Limited (in Creditors' Voluntary Liquidation)  
**Heard at:** East London Hearing Centre  
**On:** 23<sup>rd</sup> August 2019  
**Before:** Employment Judge Reid

## Representation

Claimant: In person  
Respondent: Did not attend

# JUDGMENT (Remedy)

## The judgment of the Tribunal is that:-

The Claimant is entitled to the following compensatory award under s123 Employment Rights Act 1996 as compensation for unfair dismissal. He is not entitled to a basic award because he was paid a statutory redundancy payment.

## Compensation for unfair dismissal £2,981.32

### (1) Financial loss to commencement of new employment (at higher salary)

8<sup>th</sup> February 2019 to 4<sup>th</sup> March 2019 = 3 weeks

A. Net salary = £47,064 pa less tax (£6,868) and NICs (£224) = £39,972

Net weekly pay =£ 768.69

3 weeks =£ 2,306.07

B. Pension contributions (Aviva)

£614.25 per month = £141.75 per week

3 weeks = £425.25.

Total A plus B = £2,731.32

(2) Loss of statutory rights

= £250

**Total award (1) +(2)**

**£2,981.32**

Note: no expenses of looking for work are included because no evidence of such expenses was provided.

Employment Judge Reid

23 August 2019