



EMPLOYMENT TRIBUNALS

Claimant: Anna Munkevics
Respondent: Echo Personnel Ltd
Heard at: Midlands West Employment Tribunal
On: 6th & 7th February 2025 (Hybrid Hearing)
Before: Employment Judge Gidney
Mrs Jennifer Whitehill
Mr John Kelly

Appearances

For the Claimant: Mrs Anna Munkevics (in person)
For the Respondent: Mrs Jennie Alexander (in person, attending by CVP)

REMEDY JUDGMENT

The Remedy Judgment of the Tribunal that:

1. The Claimant's total losses arising are assessed in the sum of £27,334.80, as set out in the Remedy Calculation Summary below.

Employment Judge Jonathan Gidney
Tribunal Members Mr Kelly & Mrs Whitehill
7th February 2025

Remedy Calculation Summary

1. Details

Date of birth of claimant	11/02/1987
Date started employment	09/03/2021
Effective Date of Termination	16/05/2023
Period of continuous service (years)	2
Age at Effective Date of Termination	36
Date new equivalent job started or expected to start	15/11/2023
Remedy hearing date	06/02/2025
Date by which employer should no longer be liable	15/11/2023
Statutory notice period (weeks)	2
Net weekly pay at EDT	397.48
Gross weekly pay at EDT	480.77
Gross annual pay at EDT	25,000.00

2. Basic award

Basic award	961.54
Number of qualifying weeks (2) x Gross weekly pay (480.77)	
Total basic award	961.54

3. Damages for wrongful dismissal

Loss of earnings	794.96
Damages period (2) x Net weekly pay (397.48)	
Total damages	794.96

4. Compensatory award (immediate loss)

Loss of net earnings	9,579.27
Number of weeks (24.1) x Net weekly pay (397.48)	
Plus loss of statutory rights	480.00
Plus Difference in pay between £25,000 and £21,250 between 17.4.22 (Evans employment) and 30.4.22, ie £49.47 x 2 weeks	98.94
Plus 90% of difference between pay £25,000 and £21,250 between 1.5.22 and 12.6.22 (compulsory maternity) ie £44.52 x 6 weeks	267.13
Plus Bonus of £44.17 from 3.7.23 until 15.11.23. £44.17 x 19 weeks	839.23
Plus Employer's Pension Contribution (£11.58 x 26.1 weeks)	302.23
Less Reduction in salary to reflect 20% part time hours from 2.5.23 to 3.7.23. £317.98 x 9	-2,861.85
Total compensation (immediate loss)	8,704.95

5. Adjustments to total compensatory award

Less Polkey deduction @ 0%	0.00
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Plus failure by employer to follow statutory procedures @ 10%	870.50
Compensatory award before adjustments	8,704.95
Total adjustments to the compensatory award	870.50
Compensatory award after adjustments	9,575.45

6. Non financial losses

Injury to feelings	12,000.00
Plus interest @ 8% for 676 days	1,777.97
Aggravated damages	0.00
Physical and psychiatric injury	0.00
Total non-financial award	13,777.97

7. Summary totals

Basic award	961.54
Wrongful dismissal	794.96
Compensation award including statutory rights	9,575.45
Non-financial loss	13,777.97
Total	25,109.92

Recoupment

Prescribed period	31/05/2023 to 06/02/2025
Total award	£25,109.92
Prescribed element	£9,579.27
Balance	£15,530.65

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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 may be payable. 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/>