



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss P Pathmaraja  
**Respondent:** Sir Toby's Beers Limited

**Heard at:** Norwich Employment Tribunal  
**On:** 21 and 22 October 2024  
**Before:** Employment Judge M Magee

**Representation**  
Claimant: In Person  
Respondent: Mr T Westgarth (director)

## JUDGMENT

1. The Claimant's claim for wrongful dismissal is well founded and succeeds.
2. The Claimant's claim for unfair dismissal is well founded and succeeds.
3. The Respondent shall pay to the Claimant the sum of £10,529.27, consisting of:
  - a. Wrongful dismissal £420.27
  - b. Unfair dismissal basic award £1,413.45
  - c. Unfair dismissal compensatory award £8,695.55

4. The recoupment provisions apply:

- a. Grand Total £10,529.27
- b. Prescribed element £6,437.23
- c. Period of prescribed element from 9 February 2024 to 22 October 2024.
- d. Excess of Grand total over prescribed element £4,092.04

Employment Judge **Magee**

Date: 22 October 2024

JUDGMENT SENT TO THE PARTIES ON

06/12/2024

FOR THE TRIBUNAL OFFICE

### **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](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 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/>