

Example Schedule of Loss

Jane Smith is 46 years old and worked for ABC Services Ltd for 10 years. She earned £850 gross per week and, following deductions, received £650 net per week. Her employer contributed 3% to her workplace pension. She received no other employment benefits.

Jane was dismissed in May 2025 after her line manager wrongly accused her of theft. She was not given a right of appeal, in breach of the three step Statutory Dismissal Procedure. Jane believes that she was unfairly dismissed and that her dismissal was also discriminatory because it was influenced by her sex.

Jane has been unemployed since her dismissal and in receipt of Universal Credit at £140 per week. She has spent around £50 travelling to and from job interviews and has receipts of her expenditure. She also bought a new suit at £100. Her claim is listed for hearing by the Tribunal from 23 to 27 March 2026.

Schedule of Loss

Details

Employment termination date	31.05.25
DOB and age at dismissal	25.12.78 - 46 years old
Length of service	10 full years
Gross weekly pay	£850 (capped at £749)
Net weekly pay	£650
Employer pension contribution	3%

Unfair Dismissal

1. Basic award

5 years at age 41-46 x 1.5 = 7.5 weeks

5 years at age 22-40 x 1 = 5 weeks

Total = 12.5 weeks

12.5 x one week's gross pay (capped at £749) £9,362.50

2. Compensatory award

a. Immediate loss of earnings

42 weeks from dismissal 31.05.25 to

Tribunal hearing 23.03.26,

at £650 per week net pay £27,300*

*(Note: Universal Credit received during this period, i.e. £140 x 42 weeks = £5,880 will be subject to recoupment by the Social Security Agency)

b. Future loss of earnings

E.g. 26 weeks' further unemployment
after Tribunal hearing 23.03.26 £16,900

c. Loss of statutory rights £600

d. Loss of pension contributions

3% of £850 per week = £25.50

Immediate pension loss: £25.50 x 42 weeks £1,071

Future pension loss: e.g. £25.50 x 26 weeks £663

e. Job seeking expenses

Travelling expenses £50

New suit £100

Total compensatory award £45,074

Uplift of 20% for failure to follow Statutory Dismissal Procedure £9,014.80

Total plus uplift £54,088.80

Basic award £9,362.50

Compensatory award (including uplift) £54,088.80

Total Unfair Dismissal award (before grossing up) £63,451.30

Holiday Pay

3. Outstanding holiday pay 2 days at £130 per day £260

Sex Discrimination

4. Injury to feelings

As assessed by tribunal, e.g. middle band Vento £20,000

Plus interest at 8% per annum from date of dismissal
to date of calculation £21,302 (approx)

5. **Financial loss** (subject to the rule against double recovery)

Immediate and future loss of earnings, loss of statutory rights, pension loss, and expenses as per unfair dismissal compensatory award above, i.e. £45,074 <i>minus</i> Universal Credit (£140 x 68 weeks = £9,520)	£35,554
<i>plus</i> interest at 8% per annum on immediate loss from mid-point date to date of calculation	£36,505 (approx)

Injury to feelings	£21,302
Financial loss	£36,505
Uplift of 20% for failure to follow Statutory Dismissal Procedure	£11,561

Total Sex Discrimination award (before grossing up)	£69,368
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As Jane's situation may well change before March 2026 - for example she is likely to incur further expenses and she might succeed in obtaining a new job - she should update her Schedule of Loss prior to the final hearing of her case.