



EMPLOYMENT TRIBUNALS

Claimant: Ms C Pislaru
Respondent: University of Huddersfield
Heard at: Leeds On: 22nd June 2017
Before: Employment Judge Lancaster
Members: Mr D Dowse
Ms J Noble

Representation

Claimant: Mr M Rudd, counsel
Respondent: Mr P Wilson, counsel

JUDGMENT AT A REMEDY HEARING

1. The Respondent is ordered to pay to the Claimant compensation for injury to feelings in the sum of £7500.00.
2. The claim for re-engagement is refused.
3. The Respondent is ordered to pay to the Claimant a basic award for unfair dismissal calculated by reference to the agreed total sum of £5987.50
4. The Respondent is ordered to pay to the Claimant compensation for her loss of statutory rights on unfair dismissal calculated by reference to the agreed total sum of £600.00
5. The Respondent has not proved that the Claimant has unreasonably failed to mitigate her loss and is liable to pay to the Claimant compensation for her loss of earnings to date.
6. The Respondent is further liable to pay to the Claimant compensation for her future loss of earnings for a further 8 months from the date of this hearing until 22nd February 2018.
7. The proceedings for both unfair dismissal and victimisation relate to claims which concern a matter to which a relevant Code of Practice applies, namely the ACAS Code of Practice on Grievances, and the compensatory awards as calculated under

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paragraphs 1, 4, 5 and 6 are to be increased by 25 percent by reason of the Respondent's unreasonable failure to comply with that code.

8. All amounts payable in compensation for unfair dismissal are, as has already been ordered, to be reduced by 75 per cent by reason of the Claimant's contributory conduct.
9. The Respondent is ordered to pay the Claimant's costs in reimbursement of the tribunal issue and hearing fees in the sum of £1200.00
10. The parties are to notify the tribunal by 13th July 2017 of any outstanding issues in respect of the calculation of compensation (including pension loss) or interest and any further application for costs by the Claimant must also be put in writing by that date.
11. A further hearing will be listed if appropriate and directions issued.

Note

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.

Employment Judge Lancaster

Date: 27 June 2017