



EMPLOYMENT TRIBUNALS

Claimant: Miss K Winnard

Respondent: Lloyds Banking Group plc

Heard at: London South (Croydon)

On: 7 June 2017

Before: Employment Judge John Crosfill
Ms B C Leverton
Miss B Brown

Representation

Claimant: In Person

Respondent: Miss E Williamson of Counsel

JUDGMENT

1. The Respondent is ordered to pay the Claimant the sum of £3842.86 calculated in accordance with the schedule below.
2. Upon the tribunal being satisfied that the Claimant has not made any claim for any relevant benefits the recoupment regulations do not apply to the award under paragraph 2 above.
3. The Respondent is further ordered to pay the Claimant the sum of £1200.00 she incurred in tribunal fees.

Schedule

Basic Award made under Section 119 of the Employment Rights Act 1996

1. The Claimant is entitled to a basic award which was agreed between the parties to be £1,500.

Compensatory award made under Section 123 of the Employment Rights Act 1996

2. The Claimant's loss of earnings from the date her notice period expired being 10 January 2016 to the date of the remedy hearing (a period of 513 days) inclusive of a loss of pension contributions amounted to £21,632.18.
3. Between the same dates the Claimant must give credit for the sum of £6,182.53 earned in mitigation of the said loss. She therefore has a past loss of earnings of £15,449.65.
4. The Claimant will continue to suffer loss for a further period of 18 months. Her loss amounts to £23,087.16 inclusive of pension contributions. In the same period the Tribunal find that the Claimant will earn the sum of £15,608.25 from her new employment. Her future loss is therefore £7,478.9.
5. A sum of £500 is the appropriate sum to award for loss of statutory rights.
6. Before any reduction to reflect the finding that there was just a 10% chance of the employment continuing the total compensatory award is (£15,449.65 + £7,478.91 + £500) = £23,428.56.
7. The total sum payable as the compensatory award for unfair dismissal is therefore £2,342.86
8. The total award(s) are £1500 (basic) + £2342.86 (compensatory) = £3,842.86

Employment Judge John Crosfill
Date 19 July 2017

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.