



# EMPLOYMENT TRIBUNALS

**Claimant:**

Ms M Brooker

v

**Respondent:**

Total Integrated Construction  
Services Limited

**Heard at:**

Reading

**On:** 30 May 2018

**Before:**

Employment Judge S Jenkins  
Members: Ms P Breslin and Ms H Edwards

**Appearances**

**For the Claimant:** Ms L Badham of Counsel

**For the Respondent:** Mr D Hall (Director)

## JUDGMENT

The proceedings are dismissed following a withdrawal of the claims by the Claimant following an agreement by the parties to settle the Claimant's claims on the terms set out in the attached schedule, such terms to be incorporated in a COT3 settlement via ACAS, and the parties being at liberty to apply to the tribunal for further directions if the need arises.

Employment Judge Jenkins

Date: .....

Sent to the parties on: .....

.....  
For the Tribunal Office

## **SCHEDULE**

The terms agreed by the parties in relation to settlement, to be incorporated in a COT3 settlement via ACAS, were as follows:-

1. The respondent will pay the claimant £30,000.00 as a full and final settlement of her claims as an ex gratia lump sum without deductions in respect of income tax or national insurance.
2. The respondent will pay the sum of £2,000.00 directly to the claimant's solicitors in respect of her legal fees.
3. The respondent will provide an agreed reference for the claimant.
4. The claimant will indemnify the respondent in relation to any tax and national insurance liabilities that might arise from the payments it makes.
5. The respondent will pay all the specified sums within 14 days of the COT3 agreement being signed by the claimant.

Employment Judge Jenkins

Date: 31 May 2018

Sent to the parties on: .....

.....  
For the Tribunal Office