



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Elsa MacPherson  
**Respondent:** Community and Voluntary Partners  
(a company limited by guarantee)

## REMEDY HEARING

**Heard at:** Nottingham (in public) **On:** 13 June 2018  
**Before:** Employment Judge Camp (sitting alone)

### Appearances

For the claimant: in person  
For the respondent: no appearance

## JUDGMENT

1. This Judgment is made on the basis that the Judgment in the claimant's favour dated 14 May 2018 and sent to the parties on 15 May 2018 stating that the "*claim succeeds*" was a Judgment to the effect that the claimant was unfairly dismissed for making a protected disclosure pursuant to section 103A of the Employment Rights Act 1996.
2. The claimant's compensation for unfair dismissal is assessed as follows:
  - a. a basic award of £637.50;
  - b. a compensatory award of £13,789 (inclusive of past loss of £6004, future loss of £7335, and compensation for loss of statutory rights of £450).
3. The respondent unreasonably failed to comply with ACAS Code of Practice 1 in relation to the claimant's dismissal and it is just and equitable in all the circumstances to increase the compensatory award by 25 percent pursuant to section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992, making the total compensatory award £17,236.25
4. The total amount awarded to the claimant is **£17,873.75** and the respondent must pay the claimant that sum.
5. This judgment takes effect on 13 June 2018.



6. Reasons for the above decision were given orally at the hearing. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of the written record of the decision.

EMPLOYMENT JUDGE CAMP

13 June 2018

SENT TO THE PARTIES ON

16 June 2018

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FOR THE TRIBUNAL OFFICE