



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Emily Mapplethorpe

**Respondent:** Grimsby, Cleethorpes & District Citizens Advice Bureau

**Heard at:** Lincoln                      **On:** 3 October 2018,  
5 & 6 December 2018

**Before:** Employment Judge Hutchinson (sitting alone)

## Representation

**Claimant:** Mr Huntley – Mckenzie friend

**Respondent:** Ms Rees - Solicitor

# JUDGMENT

The Employment Judge gave judgment as follows:

1. The Claim of constructive unfair dismissal succeeds. The Respondent is ordered to pay compensation to the Claimant as follows;

1.1 Basic award                      £3,211.67

1.2 Compensatory award £8,859.77

1.2 Total                                £12,071.44

2. The Recoupment Regulations apply.

A. Grand total of the monetary award £12,071.44

B. Prescribed element                      £2,217.38

C. Excess of A over B,                      £9,854.06

D. Prescribed period from 14 February 2018 until 2 July 2018.

---

Employment Judge Hutchinson

Date 18 December 2018

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

Notes

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.