



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Ms D Cullinane

and

Respondent

Leidos Europe Limited

Hearing held at Reading on 30 & 31 August 2018 – full merits hearing
20 December 2018 – remedy hearing

Representation

Claimant: Mr R Preston, partner
Respondent: Mr T Brown, counsel

Employment Judge

Mr S G Vowles (sitting alone)

JUDGMENT

Unfair Dismissal

1. The Claimant was unfairly dismissed.

Wrongful Dismissal

2. The Claimant was wrongfully dismissed.

Remedy

3. The Claimant is awarded **£18,869** in compensation. The Respondent is ordered to pay this sum to the Claimant. A table is attached showing how this sum was calculated.

Reasons – rule 62 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

4. Reasons for this judgment were given orally at the above hearings. Written reasons will not be provided unless a written request is presented within 14 days of the date this judgment is sent to the parties.

TABLE OF CALCULATIONS

<u>Basic Award</u>	
13.5 x £489	6,601
 <u>Compensatory Award</u>	
Loss of Earnings 28 weeks x £529.81 (18 August 2018 – 28 February 2019) (includes Notice Pay for wrongful dismissal))	14,835
Loss of Statutory Rights	500
	<hr/> 15,335
Reduction of 20% for unreasonable failure to comply with the ACAS Code of Practice	3,067
	<hr/> 12,268
 TOTAL AWARD	 <u>£18,869</u>

Employment Judge Vowles

Date: ...27 December 2018

Sent to the parties on:

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For the Tribunals Office