



THE EMPLOYMENT TRIBUNAL

SITTING AT: LONDON SOUTH

BEFORE: EMPLOYMENT JUDGE K ANDREWS
MEMBERS: Ms J Forecast
 Ms M Foster-Norman

BETWEEN:

Ms E Edwards Claimant

and

London Borough of Sutton Respondent

ON: 1 April 2019

Appearances:
For the Claimant: Mr C McDevitt, Counsel
For the Respondent: Mrs H Winstone, Counsel

JUDGMENT

The Judgment of the Tribunal is that:-

1. The Respondent is ordered to pay compensation to the Claimant calculated as follows:

Basic Award (1.5 x 3 x £479):	£ 3,592.50
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Compensatory Award:

Loss of earnings to 19 November 2018 (former net weekly pay inc pension for period 22 December 2016 – 2 May 2018, plus net weekly pay @£25 ph for period 3 May – 19 November 2018)	£57,433.08
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Less (total actual earnings)	(<u>£28,953.23</u>)
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£28,479.85

Plus ACAS uplift 25%	£ 7,119.96
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£35,599.81

Plus Grossing up of £5,999.81 @ 20%	£36,999.76
Plus Loss of statutory rights	<u>£ 500</u>
Total	<u>£41,092.26</u>

2. The Recoupment Regulations apply to this award and the following details are given as required by the Regulations.

- (a) Monetary award: £41,092.26
- (b) Prescribed element £28,479.85
- (c) Prescribed period: 22.12.16 – 01.04.19
- (d) Monetary award exceeds prescribed element by £12,612.41

Employment Judge K Andrews
Date: 2 April 2019

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.