



# EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondent

Ms G Duku

Healthcare Homes Group Ltd

Held at: Watford

On: 19 December 2019

Before: Employment Judge Smail

Appearances

Claimant: Mr M Sprack (Counsel)

Respondent: Ms A Rokad (Counsel)

## JUDGMENT

The Respondent must pay the Claimant compensation as calculated below within 14 days of this Judgment being sent to the parties:

No.	Head of Loss	Amount £
1	Holiday Pay	3,204
2	Notice pay	3,358
3	Basic Award for unfair dismissal	5,038
4	Compensatory award for unfair dismissal accounting for a 60% Polkey reduction and a 15% ACAS uplift	
	(i) 28.07.18 to 14.01.19	5,543
	(ii) 15.02.19 to 10.8.20	7,272
5	<b>GRAND TOTAL</b>	<b>£24,415</b>

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Employment Judge Smail 13.01.20

South East Region

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Judgment sent to the parties 13.01.20