



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**HG**

**v**

**HC**

**Heard at:** Watford

**On:** 21, 22 and 23 January 2020

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

## **Appearances**

**For the Claimant:** Mr Oliver, Consultant

**For the Respondent:** Ms Stanley, of Counsel

## **JUDGMENT**

1. The claimant was constructively unfairly dismissed, section 95(1)(c) of the Employment Rights Act 1996.
2. The claimant's claim for wrongful dismissal succeeds.
3. There is no element of contributory fault on the claimant's part.
4. The claimant's claim for loss of employment rights succeeds.
5. The tribunal makes a remedy award in the amount of £61,214.88 calculated as follows:
  - 5.1. The compensatory award for unfair dismissal is the maximum of 12 months salary £47,971.
  - 5.2. notice pay in the sum of £7662.68.
  - 5.3. basic award for unfair dismissal in the amount of £5080.
  - 5.4. £500 for loss of employment rights.

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Employment Judge Bartlett

Date: 11 February 2020.....

Sent to the parties on: 12/02/2020

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For the Tribunal Office