



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Roche

Respondent: Tameside & Glossop CCG

Heard at: Manchester

On: 13 March 2020

Before: Employment Judge Franey
Mrs C Linney
Mrs C A Titherington

REPRESENTATION:

Claimant: Mr J Roche (Claimant's husband)

Respondent: Ms L Carr (Solicitor)

REMEDY JUDGMENT

This is the first of two judgments about remedy. The unanimous judgment of the Tribunal is as follows:

1. Upon reconsideration, paragraph 7 of the Reserved Judgment sent to the parties on 29 October 2019 is revoked. There will be no deduction from compensation on account of an unreasonable failure by the claimant to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures.
2. The basic award for unfair dismissal is agreed and the respondent is ordered to pay the claimant the sum of **£6,299.21**.
3. The compensatory award for unfair dismissal will include an award for loss of statutory rights in the sum of **£500**. The respondent is ordered to pay the claimant that sum. The recoupment regulations do not apply.
4. The respondent is ordered to pay the claimant the sum of **£13,000** in respect of injury to feelings resulting from the disability discrimination complaints which succeeded. This does not include interest, which will be addressed at the next hearing.
5. Compensation for financial losses resulting from the dismissal in April 2018 will be assessed on the basis that had she not been dismissed the claimant would have had a 50% chance of remaining in employment until January 2019, and a 25%

chance of remaining in employment until the end of January 2020. The Tribunal will not award compensation for financial losses for any period after 31 January 2020.

6. All remaining issues as to remedy will be determined at a further remedy hearing which is fixed for **Thursday 28** and **Friday 29 May 2020**. A Case Management Order will be issued separately.

Employment Judge Franey

17 March 2020

JUDGMENT SENT TO THE PARTIES ON

18 March 2020

FOR THE TRIBUNAL OFFICE

Note

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2414888/2018**

Name of case: **Mrs A Roche** v **Tameside & Glossop
CCG**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **18 March 2020**

"the calculation day" is: **19 March 2020**

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office