



EMPLOYMENT TRIBUNALS

Claimant: Jane Elizabeth Crawford

Respondent: Stedham with Iping Parish Council

Heard at: Havant Justice Centre **On:** 16,17,18 March 2020

Before: Employment Judge Rayner

Representation

Claimant: Mr J Duffy (Counsel)

Respondent: Mr M Jackson (Counsel)

JUDGMENT

1. The Claimant was constructively and unfairly dismissed.
2. The Respondent will pay the Claimant the sum of **£7158.83** as set out below.

Basic award	£3633.05
Compensatory award	£3498.56
Loss of statutory rights	£ 300.00
Total award for dismissal	£7431.61
Less 10 % for Claimants failure to comply with ACAS grievance procedure	£ 743.16
Total adjusted amount	£6688.45
Unpaid leave	£ 248.72
Unpaid overtime	£ 196.66
Pay for home office (last quarter of year)	£ 25.00
Total award payable to the claimant	£7158.83

Employment Judge Rayner

Date: 18 March 2020

Notes

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.