



EMPLOYMENT TRIBUNALS

Claimant: Ms K McGarr

Respondent: Equity Solutions Property Services Limited

HELD AT: Sheffield

ON:

3 July 2020

BEFORE: Employment Judge Little
Mrs S Robinson
Dr P C Langman

REPRESENTATION:

Claimant: In person

Respondent: Mr Brochwicz-Lewinski of Counsel (instructed by DWF LLP)

REMEDY JUDGMENT By Video

The unanimous Judgment of the Tribunal is that:-

1. The claimant is entitled to a basic award, which after a 30% deduction for contributory conduct is £621.60.
2. The claimant is entitled to a compensation award (the details of which are set out in the attached schedule) which, after again making the 30% deduction, is £3,982.16.
3. The award for unauthorised deduction from wages (as detailed in the schedule attached) is £768.85.
4. With regard to the complaint of detriment on the ground that a protected disclosure was made, the claimant is awarded the sum of £11,000 for injury to feelings with interest thereon of £1535.17.
5. Accordingly the total award is £17,907.78 and the respondent is to pay that sum to the claimant forthwith.

SCHEDULE

<u>Unfair Dismissal (s.103A)</u>	£	£
Basic Award	888.00	
Less 30% contribution	266.40	621.60
<u>Compensatory Award (s.103A)</u>		
Loss of Statutory Rights	500.00	
Immediate loss of earnings	4274.36	
Pension loss	81.93	
Loss of car benefit	832.50	
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Sub-total	5688.79	
Less 30% contribution	1706.63	3982.16
<u>Unauthorised Deduction from Wages</u>		
Shortfall September 2018 pay		207.07
Shortfall October 2018 pay		82.76
Shortfall holiday pay		28.75
Car collection charge		162.50
Car key		167.77
Replacement lock (Jordanthorpe)		120.00
<u>Injury to feelings (ERA s.47B detriment)</u>		11,000.00
Interest thereon at 8% for 637 days (4.10.18 – 3.7.20) at a daily rate of £2.41		1535.15
GRAND TOTAL		<u>17,907.78</u>

Employment Judge Little
Date 10th July 2020

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.