



# EMPLOYMENT TRIBUNALS

## CVP Hearing

**Claimant:** Mrs T Harman

**Respondent:** S Brierley & Sons Ltd

**HELD AT:** Sheffield

**ON:** 18 August 2020

**BEFORE:** Employment Judge Little

### REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr J Roddy, Paralegal (Avensure Limited)

## JUDGMENT

My Judgment is that:-

1. The claimant was dismissed.
2. That dismissal was unfair.
3. The claimant is entitled to a basic award of £4229.28.
4. The claimant is entitled to a compensatory award of £2155.65 (the details of which are set out in the schedule below).
5. The Recoupment Regulations apply and for the purposes of those regulations:-  
The monetary award is £6384.93; the prescribed element is £1593.55. The period of the prescribed element is 10 January 2020 (effective date of termination) to 9 March 2020 and the amount by which the monetary award exceeds the prescribed element is £4791.38.

## SCHEDULE

Compensatory Award:

(a) loss of earnings:

A period of 8 weeks at a net weekly loss of £277.90 net equals £2223.20

Less credit for extra earnings from pre-existing second job  
with Kirklees Council £597.20

Less overpayment by respondent £32.45

Net figure is £1593.55

(b) loss of statutory rights £500

(c) reimbursement of dental costs which otherwise would have been covered by the  
benefit of a health insurance policy £62.10.

Total £2155.65

Employment Judge Little  
Date 20<sup>th</sup> August 2020