



EMPLOYMENT TRIBUNALS

Claimant: Miss D Gard
Respondent: Seshna Care Limited
Heard at: East London Hearing Centre
On: Thursday 17 September 2020
Before: Employment Judge Barrowclough (sitting alone)
Representation
Claimant: In person
Respondent: Mr A Williams (Solicitor)

JUDGMENT

The judgment of the Tribunal is that:-

1. The Claimant was unfairly dismissed by the Respondent, and accordingly her claim succeeds. However, the Tribunal considers that the Claimant partially caused or contributed to her own dismissal, and that it would be just and equitable to reduce the compensation otherwise payable to her by 50%.
2. The Respondent is ordered to pay the Claimant the following sums:

Basic Award

9 weeks wages at the agreed weekly figure of £380	£3,420
Less 50%	<u>£1,710</u>

Compensatory Award

(a) Loss of statutory rights	£250
(b) 38 weeks wages @ £380	<u>£14,440</u>
	£14, 690

Less 50% £ 7,345

Total compensation payable **£9,055**

3. The Recoupment Regulations apply. The prescribed period is from 1 December 2019 until 17 September 2020, and the prescribed sum is £7,220.

Employment Judge Barrowclough
Date: 23 September 2020