



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs B Gill  
**Respondent:** RAEF Limited

**Heard at:** Bristol Employment Tribunal  
**On:** 28 to 30 September & 1 October 2020

**Before:** Employment Judge J Bax  
Ms M Luscombe-Watts  
Mrs L Simmonds

## Representation

**Claimant:** Mr J Duffy (Counsel)  
**Respondent:** Mr G Hine (Solicitor)

# JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The Respondent wrongfully dismissed the Claimant and her claim for notice pay succeeds.
3. The claims of automatically unfair dismissal and detriment for making protected disclosures are dismissed.
4. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 do not apply in this case.

# REMEDY

1. The Respondent is ordered to pay the Claimant £3,404.00 in respect of her claim of unfair dismissal.
2. No additional award is made for the claim of breach of contract on the basis that the amount is included in the compensatory award for unfair dismissal and an additional award would be double recovery.

The Claimant's award for unfair dismissal is broken down as follows:

Basic Award:	£1,088.00
Compensatory Award	
Loss of earnings from 4 December 2018 to 7 January 2019	£1,400.00
Job seeking expenses	£3.000
Loss of statutory rights	£500.00
Uplift for failing to follow the ACAS Code of Practice on Disciplinary And Grievance Procedures 2015 assessed at 20%	£386.00
Total	£3,404.00

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Employment Judge J Bax

Date **1 October 2020**  
**Amended on 2 November 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.