



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Smeeth
Respondent: Assure Care Homes Ltd
Heard at: Southampton On: 5 November 2020
Before: Employment Judge Craft
Representation
Claimant: Ms K Moss, Counsel
Respondent: Mr N Henry, Legal Representative

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent.
2. The Respondent shall pay the Claimant a Basic Award of £1,575.
3. The Respondent shall pay the Claimant a Compensatory Award for pension losses in the sum of £292.27. The Recoupment Regulations do not apply to this award.
4. The Respondent shall pay the Claimant £500 for loss of her statutory rights.
5. The Respondent shall pay the Claimant £571.63 for accrued holiday pay due to the Claimant at the effective date of termination.
6. The Respondent shall pay the Claimant £1,153.84 for its failure to provide a written statement of reasons for dismissal.
7. The Claimant's claim for damages for notice is dismissed upon its withdrawal by the Claimant.

Employment Judge Craft
Date 25 November 2020

JUDGMENT SENT TO THE PARTIES ON

.....25 November 2020.....

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10.2 Judgment - rule 61

Case No: 1406160/2019

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.10.2 Judgment - rule 61