



EMPLOYMENT TRIBUNALS

Claimant: Ms Houda Dakibou

Respondent: IOC Limited

Heard at: East London Hearing Centre (by Cloud Video Platform)

On: 27 April 2021

Before: Employment Judge Gardiner

Representation

Claimant: Mr Anthony Philpott, Counsel

Respondent: Mr Paul Bradley, HR Consultant

Interpreter: Ms M Zaboumi (French language)

REMEDY JUDGMENT

The judgment of the Tribunal is that:-

1. By way of remedy for the Claimant's unfair dismissal, the Claimant is awarded the following sums:
 - a. A basic award of **£474.75**;
 - b. A compensatory award of **£6,913.44** comprising:
 - i. Net loss of earnings (52 weeks) £5361.20
 - ii. Loss of statutory rights £400
 - iii. Uplift for breach of ACAS Code (20%) £1,152.24
2. The protected period is 1 May 2020 to 27 April 2021. The protected amount is £5309.65. This represents 51.5 week's net pay.

3. The Claimant's costs application, made under Rule 76 ET Rules 2013, is refused. The Respondent has not behaved unreasonably in the way that the proceedings have been conducted, in the respects argued by the Claimant's representative.

**Employment Judge Gardiner
Date: 28 April 2021**