



LONDON SOUTH EMPLOYMENT TRIBUNALS

Claimant: Ms C Loizou

Respondent: Stock Hill Medical Centre
(a partnership)

Heard at: By CVP **On:** 18 and 19 February 2021

Before: Employment Judge Craft

Members: Mrs C Oldfield
Mrs D Mitchell

Representation
Claimant: Herself
Respondent: Mr K Dillaway, Operations Manager

UNANIMOUS JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent.
2. The Respondent shall pay compensation to the Claimant for her unfair dismissal as follows:

Basic Award:		£1,080.66
Compensatory Award:		
	(a) Loss of earnings:	
	(i) 30 June – 31 December 2019:	£559.00
	(ii) 1 January – 31 October 2020 (39 weeks) including two weeks loss of statutory pay and also pension loss for the whole period:	£8,428.11
	(b) Loss of Statutory Rights:	£400.00
	Total:	£9,386.11

The Recoupment Regulations apply to this Compensatory Award as follows:		
	(a) Grand Total:	£9,386.11
	(b) Prescribed Element:	£549.00
	(c) Period of Prescribed Element: 30 June – 31 December 2019	
	(d) Excess of Grand Total over Prescribed Element:	£8,827.11

3. The Respondent shall pay the Claimant **£44.56** for its unlawful deduction of wages from the Claimant in April, May and June 2019.
4. The Respondent shall pay the Claimant the sum of **£467.20** for unpaid accrued holiday pay due to her to the effective date of termination of her employment with the Respondent.
5. The Respondent shall pay damages to the Claimant for her wrongful dismissal (that is for pay in lieu of notice due and unpaid) in the sum of **£759.21**.
6. The Claimant's claims of disability discrimination fail and are dismissed.

Employment Judge Craft

Date 17 February 2021

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.