



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs. N Hefford  
**Respondent:** Dr M Jack and others  
**Heard at:** East London Hearing Centre (by Cloud Video Platform)  
**On:** 12<sup>th</sup> May 2021  
**Before:** Employment Judge McLaren  
**Member:** Mrs. B Saund

## Representation

Claimant In person  
Respondent: Mr. Howson, solicitor

## REMEDIES JUDGMENT

The claimant is awarded a total of £294,372.72 calculated as follows.

1. £260,271 as a compensatory award which includes
  - a. an uplift of 25% for failure to follow the ACAS code
  - b. £30,00 by way of injury to feelings
  - c. Aggravated damages of £5,000
  - d. Interest calculated at ££3123
2. £ 12,000 bonus pay
3. £9,300 payment for unpaid overtime
4. £12,801.72 as pay in lieu of notice
5. The amount of the compensatory award has been grossed up for tax. The sums payable at 2,3 and 4 are gross sums on which the

**claimant will need to account for tax.**

**Employment Judge McLaren  
Date: 11 June 2021**