



EMPLOYMENT TRIBUNALS

Claimant: Ms C Dozzell
Respondent: TCHC Group Limited
Heard at: East London Hearing Centre (Via Cloud Video Platform)
On: 17 June and 3 September 2021
Before: Employment Judge John Crosfill

Representation

Claimant: Mr John a representative from the CAB
Respondent: Mr Hine a Solicitor from Peninsular Business Services Limited

JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded.
2. The Tribunal makes a basic award of £4,035.00 pursuant to section 119 of the Employment Rights Act 1996.
3. The Tribunal makes a compensatory award of £13,195.38 pursuant to Section 123 of the Employment Rights Act 1996 which is calculated as follows:
 - a. Past loss of earnings from the date of the dismissal on 18 September 2020 to the date of this hearing, 3 September 2021 of £24,488.00 less the sum of £12,772.14 received from alternative employment which equates to £11,715.86; and
 - b. Future loss of earnings from 3 September 2021 to 17 September 2021 being 2 weeks net pay of £489.76 = £979.52; and

- c. An award for the loss of statutory rights of £500.
- 4. The calculation of these awards was by consent of the parties.
- 5. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the monetary award made in this case.
 - a. The total Monetary Award is (£4,035 + £13,195.38) = £17,230.38
 - b. The amount of the Prescribed Element is £11,715.86
 - c. The dates of the Proscribed Period are 18 September 2020 to 3 September 2021
 - d. The amount by which the Monetary Award exceeds the prescribed element is £5,514.52

**Employment Judge John Crosfill
Date: 3 September 2021**