



EMPLOYMENT TRIBUNALS

Claimant

Ms M Trompeuse

v

Respondent

REL Storage & Logistics Limited

Heard at: Cambridge (by CVP)

On: 31 August 2021

Before: Employment Judge Ord

Appearances

For the Claimant: In person.

For the Respondent: No attendance and not represented.

JUDGMENT ON REMEDY

1. The correct title of the respondent REL Storage & Logistics Limited.
2. The claimant is awarded the total sum of £15,840.92 for unfair dismissal made up as follows:

(i)	Basic Award	£888.46
(ii)	Compensatory Award	£14,952.46
3. The Compensatory Award is calculated as follows:
 - (i) The claimant had a total loss of earnings for the period 10 December 2020 until 23 February 2021 (11 weeks) at her normal weekly pay of £444.23 (£4,886.55).
 - (ii) The claimant has found work through an agency but has an ongoing and continuing loss of £594 per month (£137.50 per week).
 - (iii) For the period 24 February 2021 to date (27 weeks) the loss is £3,712.50.
 - (iv) I award a further 26 weeks loss at the same rate (£3,585.00).

- (v) The total Compensatory Award is therefore £12,184.05.
 - (vi) I award the further sum of £500 for loss of statutory rights making a total of £12,684.05.
 - (vii) The respondent recently failed to follow the ACAS Code of Practice Number 1 on Discipline and Grievance and a 10% uplift is appropriate (£1,268.41).
 - (viii) The total Compensatory award is therefore £14,952.46.
4. The total award is £15,840.92.

Employment Judge Ord

Date: 02 September 2021

Sent to the parties on: 16/9/2021

N Gotecha

For the Tribunal Office

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.