



1. EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs K Thomas

-v-

Sandwell and West Birmingham Hospitals NHS Trust

REMEDY HEARING

Heard : remotely by the Cloud Video Platform

On: 6 & 7 May 2021

Before: Employment Judge Perry

Members: Mrs J Keene & Mr E Stanley

Appearances

For the Claimant:

Mr J Small (counsel)

For the Respondent:

Mr J Heard (counsel)

JUDGMENT

1. The respondent is ordered to pay to the claimant compensation of £933.47 for unfair dismissal calculated as follows:-

Basic Award	£5,080.00	
Less Contributory conduct 90%	(£4,572.00)	
		£508.00
Compensatory Award		
Loss of Earnings	£3,746.68	
Loss of Rights	<u>£508.00</u>	
Sub Total	£4,254.68	
Less Contributory conduct 90%	(£3,829.21)	
		<u>£425.47</u>
		£933.47

2. The Employment Protection (Recoupment of Jobseekers Allowance & Income Support) Regulations 1996 do not apply.
3. The claimant's complaints of unlawful deductions from wages and holiday pay are not well founded and are dismissed.
4. The respondent's costs application is adjourned to 21 June 2021, before the same panel, time estimate 1 day, time having been insufficient to address the same.

signed electronically by me

Employment Judge Perry

Dated: 11 May 2021



Case Number: 1302073/2019

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