



EMPLOYMENT TRIBUNALS

Claimant: Dr J Lawson
Respondent: The Society of St Stephen's House
Heard at: Watford Employment Tribunal (in public, by video)
On: 21, 22, 23 July 2021
Before: Employment Judge Moor

Representation

Claimant: Miss S Bowen, counsel
Respondent: Mr M Emery, solicitor

JUDGMENT

It is the judgment of the Tribunal that:

1. The complaint of unfair dismissal is well-founded and succeeds.
2. The Respondent is ordered to pay to the Claimant £30,939.
3. Recoupment does not apply.

Employment Judge **Moor**

Date 23/7/21

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

CALCULATION OF AWARD

Gross pay £564.69 per week. £29,364 per 52 weeks.

Basic Award

Statutory Limit on week's pay £525

2 x 1.5 x 525 = **£1575.00**

Compensatory Award

Loss wages at 453.71 x 86 = 39,019.06

Loss pension same period 9353 x 86/52 = 15,468.42

Removal and storage 14,697.00

Loss statutory rights 500.00

Total loss 69,684.48

Polkey 20% reduction (13,936.90)

Total compensatory award prior to grossing up 55,747.58

Did not gross up because statutory cap applies

B: Total compensatory award payable **29,364.00**

Total A + B £30,939.00

Recoupment does not apply because I am satisfied that the Claimant did not receive any relevant benefits.