



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms A Goburdhun

v

Stuart Harris Associates Limited

Heard at: Watford, by CVP

On: 13 and 14 December 2021, and 14-16
February 2022

Before: Employment Judge Hyams, sitting alone

Appearances:

For the claimant: Mr Ian Rees Phillips, of counsel

For the respondents: Ms Bianca Venkata, of counsel

JUDGMENT

1. The claimant was dismissed within the meaning of section 95(1)(c) of the Employment Rights Act 1996 ("ERA 1996").
2. That dismissal was unfair within the meaning of section 98 of that Act.
3. The claimant's conduct in no way caused or contributed to her dismissal, and it is not just and equitable to reduce either the basic award payable under section 119 of the ERA 1996 or the compensatory award payable under section 123 of that Act.
4. The basic award payable to the claimant by the respondent under section 119 of the ERA 1996 is £4,035.
5. The compensatory award payable to the claimant by the respondent under section 123 of the ERA 1996 is £42,427.84.
6. The respondent must pay the claimant £10,000 (in total) by way of a contribution towards her costs.

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.

Employment Judge Hyams

Date: 16 February 2022

Sent to the parties on:
8 March 2022

For Secretary of the Tribunals