



EMPLOYMENT TRIBUNALS

Claimant: Ms E. Robinson

Respondent: Oxleas NHS Foundation Trust

Heard at: London South via CVP

On: 1 September 2022

Before: Employment Judge Carney

Representation

Claimant: Mr Dawson (Free Representation Unit)

Respondent: Mr Sudra (Counsel)

JUDGMENT ON REMEDY

1. The Respondent is ordered to pay to the Claimant the following sums:
 - a. The sum of £10,273.25 in respect of unfair dismissal compensation, which has been calculated as follows:
 - i. Basic award: £2,726.19 (6 weeks x 1.5 x weekly pay of £302.91)
 - ii. Compensatory award: £7,547.06. This is made up of £22,739.64 (loss of earnings) and £400 (loss of statutory rights), reduced by £16,576.98 (mitigation). Total loss £6,562.66. Uplifted by 15% for the Respondent's failure to follow the ACAS code of practice on disciplinary and grievance procedures).
 - b. And, pursuant to section 38(3) Employment Act 2002, the sum of £605.82 for failure to provide statutory employment particulars, (£302.91 x 2 weeks)).
2. The recoupment provisions do not apply.

Employment Judge **Carney**

Date: 1 September 2022

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.

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