



EMPLOYMENT TRIBUNALS

Claimant: Chloe Adams

Respondent: Plymouth Proprietary Library Association (a charitable incorporated organisation)

Heard at: Exeter Employment Tribunal

On: 25 and 26 April 2022

Before: Employment Judge Danvers

Representation

Claimant: In Person

Respondent: Mr Murray, Counsel

JUDGMENT

1. The Claimant was unfairly dismissed.
2. The Claimant's request for an order for reinstatement or re-engagement is refused.
3. The Claimant is awarded compensation in the sum of £1,301.10, calculated as follows:

<u>Basic Award</u>					
1.5 x 14 x £69.28					£1,454.88
Less redundancy payment					£1,247.04
Total					£207.84
<u>Loss of earnings</u>					
	<i>Start</i>	<i>End</i>	<i>Weeks</i>	<i>Pay per week</i>	<i>Sub total</i>
Period 1	15/08/2020	12/09/2020	4	£69.28	£277.12
Less notice in period 1	15/08/2020	12/09/2020	4	£69.28	£277.12
Sub-total					£0.00
Percentage reduction for likelihood of dismissal in any event (<i>Polkey v AE Dayton Services Ltd [1988] A.C. 344</i>)					0%

Total period 1					£0.00
Period 2	13/09/2020	14/04/2022	82.57	£69.28	£5,720.55
Less notice in period 2	13/09/2020	08/11/2020	8	£69.28	£554.24
Sub-total					£5,166.31
Percentage reduction for likelihood of dismissal in any event (<i>Polkey v AE Dayton Services Ltd [1988] A.C. 344</i>)					80%
Total period 2					£1,033.26
Total loss of earnings					£1,033.26
<u>Loss of statutory rights</u>	£300	less 80% percentage reduction for likelihood of dismissal in any event (<i>Polkey v AE Dayton Services Ltd [1988] A.C. 344</i>)		£60	
TOTAL:					£1,301.10

Employment Judge Danvers
Date: 27 April 2022

Amended Judgment sent to the Parties: 28 October 2022

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.

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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.