



EMPLOYMENT TRIBUNALS

Claimant: Miss S Rusin

Respondent: Interact IT Limited

HELD AT: Manchester

ON: 21, 22, 23 & 24
February 2023

BEFORE: Employment Judge Johnson

MEMBERS: Ms S Howarth
Mr P Stowe

REPRESENTATION:

Claimant:

Mr C Breen (counsel)

Respondent:

Mr D Bentham
(managing director)

JUDGMENT

The judgment of the Tribunal is that:

- (1) The complaint of constructive unfair dismissal is well founded and succeeds. However, this decision is made on the following basis:
 - a) It is subject to our finding that the basic and compensatory awards should be reduced by 75% for contributory fault on the part of the claimant.
 - b) Had the claimant not resigned on 6 April 2022, her employment would have continued until 30 June 2022 when her employment would have terminated in connection with the redundancy process concerning her job role.
- (2) The complaint of disability discrimination is not well founded which means it is unsuccessful.
- (3) The complaint of race discrimination is not well founded which means it is unsuccessful.

- (4) The successful complaint of constructive unfair dismissal will now proceed to a remedy hearing listed for 1 day in order that remedy can be determined, and Notice of Hearing will be sent to the parties separately in due course.

Employment Judge Johnson

Date 24 February 2023

JUDGMENT SENT TO THE PARTIES ON
3 March 2023

FOR THE TRIBUNAL OFFICE

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 written record of the decision.