



EMPLOYMENT TRIBUNALS

Claimant: Mrs B Adams

Respondent: Kent Central Ambulance Service Ltd

Heard at: London South, by video

On: 28th July 2023

Before: Employment Judge Reed

Representation

Claimant: In person

Respondent: Ms Laura Kaye, Counsel

JUDGMENT

1. The complaint of unfair dismissal is well founded. The Tribunal awarded the following amounts to the claimant:
 - a. Basic award: £661.50
 - b. Compensatory award:
 - i. Loss of earnings: £1,893.70
 - ii. Loss of holiday pay that would have been accrued: £174.99
 - iii. Loss of statutory rights: £350
 - iv. Loss of pension contributions: £53.26

The total compensatory award is therefore £2,418.69.

2. The holiday pay complaint is well founded. The Tribunal awarded the claimant £1,581.43.
3. The complaint that the claimant was subjected to a detriment in employment is well founded. The Tribunal awarded £6,250 in respect of injury to feelings.
4. The compensatory award for unfair dismissal and the injury to feelings award are subject to a 15% uplift pursuant to s207A of the Trade Union and Labour Relations (Consolidation) Act 1992, arising from the respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.

5. The final compensatory award is therefore £2,418.69 plus £362.80, which equals £2,781.49.
6. The final injury to feelings award is therefore £6,250 plus £937.50, which equals £7,187.50.

Employment Judge **Reed**

Date: 31st July 2023

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.