



EMPLOYMENT TRIBUNALS

Claimant: Ms Dyna Del Campo

Respondent: Really Flexible Care Limited

Heard at: Watford

On: 16 October 2023

Before: Employment Judge Bansal (sitting alone)

Representation

Claimant: Mr G Lee (Solicitor)

Respondent: Mr N Henry (Litigation Assistant)

JUDGMENT ON REMEDIES

1. The respondent is ordered to pay the claimant compensation in the total sum of £26,926.03 comprising of the following sums.

- a. Basic award of £1614. (£538 x 3)
- b. Compensatory award as follows –

- (i) Loss of earnings from 08.05.2020 to 19.04.2021 - £16,845.62
(48 x £516.47)
- (ii) Loss of pension contributions - £2904.00 (48 x £60.50)
- (iii) Loss of statutory rights - £500
- (iv) ACAS Uplift of 25% - £5062.41

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the award for loss of earnings for unfair dismissal. For the purposes of these Regulations the prescribed period is 24 May 2020 to 23 July 2020.

- 1. The monetary award is £26,926.03
- 2. The prescribed element is £539.00

3. The prescribed period is 24 May 2020 to 23 July 2020
4. The monetary award exceeds the prescribed element by; £26,387.03

Employment Judge Bansal

Date 18 October 2023

JUDGMENT SENT TO THE PARTIES ON

24 October 2023

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.

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.