



EMPLOYMENT TRIBUNALS

Claimant
Ms L Page

v

Respondent
Adara Healthcare Limited

Heard at: Cambridge Employment Tribunal

On: 6 November 2023

Before: Employment Judge Dobbie (sitting alone)

Appearances

For the Claimant: In Person

For the Respondent: chose not to attend

JUDGMENT

1. The Claimant's claim for unfair dismissal is upheld.
2. The Respondent shall pay to the Claimant compensation for unfair dismissal in the sum of £962.79, comprised of the following elements:
 - a. A Basic Award of £742.50; and
 - b. A Compensatory Award of £220.29.
3. The Claimant contributed to her own dismissal. The Compensatory Award and Basic Award have each been reduced by 75% accordingly under ss.123(6) and 122(2) Employment Rights Act 1996 respectively.
4. The Tribunal finds that the Claimant would have been dismissed fairly on or around two weeks after the effective date of termination but for her unfair dismissal by the Respondent. Accordingly, under the rule in Polkey v AE Dayton Services Ltd [1987] IRLR 503, her damages for loss of income are limited to that period.

Employment Judge Dobbie

Date: 21 November 2023

Sent to the parties on:
21 December 2023

T Cadman
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.

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