



EMPLOYMENT TRIBUNALS

Claimant: Mrs N A Ball

Respondent: Southport & Ormskirk NHS Trust

Heard at: Liverpool

On: 29 January 2024

Before: Employment Judge Horne

With members: Mr S Hussain

Mr A Murphy

REPRESENTATION:

Claimant: Miss L Halsall, counsel

Respondent: Mr J Boyd, counsel

JUDGMENT AT A REMEDY HEARING

The unanimous decision of the tribunal is:

1. As compensation for unfair dismissal, the respondent is ordered to pay the claimant a basic award of £2,967.30 and a compensatory award of £1,528.86, making a total of £4,496.16.
2. As compensation for subjecting the claimant to unlawful detriments, the respondent is ordered to pay the claimant £609.99 for loss of earnings and £7,500.00 for injury to feelings, making a total of £8,109.99.
3. The claimant's application for a costs order is refused.
4. The total amount payable under this judgment is £12,606.15.

Employment Judge Horne
1 February 2024

SENT TO THE PARTIES ON

7 February 2024

FOR THE TRIBUNAL OFFICE

Notes:

The amounts are awarded net.

At the hearing the tribunal gave oral reasons for all the disputed decisions recorded in this judgment. The claimant has requested written reasons for paragraphs 1 and 2. These will follow. Written reasons for paragraph 3 will not be provided unless a party makes a request in writing within 14 days of the date when this order is sent to the parties.

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings. You can access the Direction and the accompanying Guidance here:

[Practice Directions and Guidance for Employment Tribunals \(England and Wales\) - Courts and Tribunals Judiciary](#)



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2414338/2021**

Name of case: **Mrs N A Ball** v **Southport & Ormskirk
NHS Trust**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 7 February 2024

the calculation day in this case is: 8 February 2024

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office