



EMPLOYMENT TRIBUNALS

Claimant: Ms J O'Connor

Respondent: Child And Adolescent Placement Provisions

Heard at: Cambridge

On: 5, 6 and 7 February 2024; 4 March 2024 (Chambers discussion); and 10 May 2024 (Judgment and Remedy)

Before: Employment Judge Tynan

Members: Ms H Gunnell and Ms V Pratley

Appearances

For the Claimant: In person

For the Respondent: Mr Cameron, Consultant

JUDGMENT

1. The complaint of unfair dismissal is well founded. The Claimant was unfairly constructively dismissed by the Respondent.
2. The Respondent shall pay the Claimant a basic award of **£690**. If it has not been agreed between the parties before then, the amount of the compensatory award shall be determined at a further remedy hearing on 30 July 2024. In calculating the amount of the compensatory award, the Claimant shall be entitled to the sum of £500 in respect of the loss of her statutory employment rights.
3. The Claimant's complaint that the Respondent made unauthorised deductions from her wages is well-founded and the Tribunal orders the Respondent to pay the sum of **£2,639.45 (gross)** to the Claimant in respect of the deductions. The Claimant is responsible for any Tax or employee's National Insurance contributions due on this sum.

Employment Judge Tynan

Date: 10 May 2024

Sent to the parties on:

...22 May 2024.....

For the Tribunal:

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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.

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.

Recording and Transcription

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>