



# 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](http://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/>