



EMPLOYMENT TRIBUNALS

Heard at: Croydon (by video) **On:** 22 to 23 April 2024

Claimant: Mrs Nicola Turner

Respondent: South East Ambulance Service NHS Foundation Trust

Before: Employment Judge E Fowell

Representation:

Claimant Thomas Parsons-Munn of counsel, instructed by Pattinson & Brewer LLP

Respondent Robert Dunn of counsel, instructed by DAC Beachcroft LLP

JUDGMENT

1. The complaint of constructive unfair dismissal is upheld.
2. The complaint of unlawful deduction from wages is dismissed.
3. The claimant is awarded compensation in the sum of £22,834.98 comprising:
 - (a) a basic award of £3,426
 - (b) a compensatory award of £19,408.98, which includes a 20% uplift for failure to comply with the ACAS Code of Practice.
4. The recoupment provisions do not apply.

Employment Judge Fowell

Date 22 April 2024

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.

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 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, and accompanying Guidance, which can be found here:

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