



EMPLOYMENT TRIBUNALS

Claimant: Ms A Peek

Respondent: Hydroponics Services Limited

HELD AT: Manchester

ON:

26 May 2017

BEFORE: Employment Judge Holmes

REPRESENTATION:

Claimant: Ms J McCarthy, Solicitor

Respondent: Mr R Crabtree, Consultant

JUDGMENT

It is the judgment of the Tribunal that:

1. The claimant was constructively , and unfairly dismissed.
2. It would not be just and equitable to make any reduction in the claimant's compensatory award for failure to follow the relevant ACAS Code on grievances, pursuant to s.207A of the Trades Union and Labour Relations (Consolidation) Act 1992.
3. The claimant is entitled to compensation, as follows:

Basic Award

6 x 1.5 x £479.00

£4,311.00

Compensatory Award

Loss of Earnings

9 September 2016 to 7 November 2016

£3,447.68

8 November 2016 to 1 March 2017

£ 516.48

Pension Loss	
12 x £18.34	£ 220.08
Loss of Statutory Rights	£ 300.00
Expenses in job seeking	£ 88.70
Total:	£4,572.94

which sums the respondent is ordered to pay to the claimant. The Recoupment Regulations do not apply.

4. The respondent is also ordered to pay the claimant the tribunal fees paid by her in the total sum of **£1,200.00**

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 (none being recorded) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Employment Judge Holmes

Dated: 30 May 2017

JUDGMENT SENT TO THE PARTIES ON
7 June 2017
FOR THE SECRETARY OF THE TRIBUNALS



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2406081/2016

Name of case: Ms A Peek v Hydroponics Services Limited

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 7 June 2017

"the calculation day" is: 8 June 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL
For the Employment Tribunal Office