



EMPLOYMENT TRIBUNALS

Claimant: Ms De-Wilde Clark

Respondent: National Crime Agency

Heard at: London South (in person)

On: 27 November 2024

Before: Employment Judge Hart

Representation:

For the claimant: Ms Ferber (KC)

For the respondent: Mr Lyons (Of Counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The claim for constructive dismissal is **well founded**.
2. The Respondent is to pay the Claimant a basic award of **£16,273.50** (19 weeks x 1.5 x £571) within 21 days.
3. The Respondent is to pay the Claimant a compensatory award for loss of earnings between 2 March 2023 and 27 July 2024 of **£46,911.88** within 21 days.
This has been calculated as follows:
 - 3.1 Loss of earnings for 514 days £42,204.54

- 3.2 Loss of pension contributions for 514 days of £14,433.12
- 3.3 LESS earnings in new employment for 8 months of £7,792.12
- 3.4 Loss of employment rights of £750.
- 3.5 The statutory cap of £46,991.88 (52 weeks' statutory pay) was applied.

Employment Judge Hart

Date: **27 November 2024**

Sent to Parties.
29 November 2024

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 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/>