



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Jackson

Respondent: Waitings Drainage Ltd

HELD AT: Carlisle

ON: 30 & 31 May 2017

BEFORE: Employment Judge Tom Ryan

Appearances:

Claimant: In person

Respondent: Mr C Johnson, Consultant

JUDGMENT

1. The complaint of unfair dismissal is well-founded.
2. The respondent shall pay compensation to the claimant calculated as follows:

Basic award		412.00
Compensatory award		
loss of earnings	4158.00	
loss of statutory rights	<u>300.00</u>	
		4458.00
ACAS uplift (10%)		<u>445.80</u>
		£5,315.80

3. The provisions of the Employment Protection (Recoupment of Benefits) Regulations 1996 ("the Recoupment Regulations") apply to this award. The tribunal states as follows:
The monetary award grand total is £5315.80
The prescribed element is £4,158.00
The period of the prescribed element is 3 August 2016 to 31 May 2017
The excess of the grand total over the prescribed element is £1,157.80.

4. The respondent is also ordered to pay a contribution to the claimant's costs by way of reimbursement of tribunal fees of £140, provided that the claimant confirms payment of that fee to the respondent in writing within 14 days of the date of this judgment.
5. Subject to the application of the Recoupment Regulations and the proviso in paragraph 4 above the respondent shall pay the sums awarded to the claimant within 14 days of the date of this judgment being sent to the parties.

Employment Judge Tom Ryan

31 May 2017

JUDGMENT SENT TO THE PARTIES ON

6 July 2017

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2400191/2017

Name of case: Mrs K Jackson v Waitings Drainage 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: 6 July 2017

"the calculation day" is: 7 July 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL

For the Employment Tribunal Office