



EMPLOYMENT TRIBUNALS

BETWEEN

MRS ANGELA WARE

Claimant

AND

STRONGHOLD GLOBAL LIMITED

Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT SOUTHAMPTON BY VHS ON

4 to 6 October 2022

EMPLOYMENT JUDGE H Lumby

Representation

For the Claimant: In person

For the Respondent: Mr. Matthew Sutton of Peninsula

JUDGMENT

The judgment of the tribunal is that:

1. the claimant's claim for unfair dismissal by reason of constructive dismissal succeeds and
2. the respondent is ordered to pay the claimant a total of £2634.79 comprising:
 - a. a basic award of £2,293.29 (calculated as one and half weeks' gross pay at £509.62 per week for each of the claimant's three complete years of employment with the respondent) and

- b. a compensatory award of £341.50 (calculated as one week's net pay of £401.40 together a 5% pension contribution for that week less a 20% reduction for contributory conduct) and**
- 3. the Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 ("the Recoupment Regulations") do not apply in this case.**

Employment Judge H Lumby
Date: 6 October 2022

JUDGMENT SENT TO THE PARTIES ON
13 October 2022 by Miss J Hopes

FOR THE TRIBUNAL OFFICE

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.