



EMPLOYMENT TRIBUNALS

Claimant: Ms P Lawino

Respondent: Metropolis London Music Limited

London Central via CVP 6 and 7 July 2021

Before: Employment Judge Nicolle by CVP

Representation:

Claimant: Mr D Mold of counsel

Respondent: Mr H Singh Thiara.

Judgement

1. The claim for constructive unfair dismissal under section 95 (1) (c) of the Employment Rights Act 1996 succeeds.
2. The Claimant is entitled to a basic award of £2,152.
3. The Claimant is entitled to a compensatory award of £4,519.65 with the award having been reduced by 25% under S207A (3) of the Trade Union and Labour Relations (Consolidation) Act 1992 and then by a further 50% under Polkey to reflect the fact that the Claimant may have been dismissed in any event.

Reasons

1. Oral reasons were given to the parties on 7 July 2021.

Employment Judge Nicolle

7 July 2021

Sent to the parties on:

07/07/2021.

For the Tribunal:

Note

Written reasons will not be provided unless 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.