



EMPLOYMENT TRIBUNALS

Claimant: Ms Julie Mellish

Respondent: Jim Rolf Ltd

Heard at: Bristol (by video) **On:** 13 and 13 March 2024

Before: Employment Judge Midgley

Representation

Claimant: In person

Respondent: Mr Razor Jaffari (owner of respondent and lay representative)

JUDGMENT

1. The claimant's claim that she was constructively dismissed by the respondent and that the dismissal was unfair is well founded and succeeds.
2. It is just and equitable to make a reduction of 25% to the basic award pursuant to 122(2) ERA 1996 and to the compensatory award pursuant to s.123(6) on account of the claimant's conduct.
3. The respondent is Ordered to pay the claimant the following sums as compensation:

3.1. Basic award	£2,872.50
3.2. Compensatory award	£1,867.50
4. Recoupment
 - 4.1. The prescribed element is £1400.62
 - 4.2. The prescribed period is 23 May until 1 September 2023.
 - 4.3. The total award is £4740.00
 - 4.4. The balance is £3,339.38
5. The sum to be paid to the claimant by the respondent, pending the application of the recoupment provisions, is therefore **£3,339.38**

Employment Judge Midgley

Date 13 March 2024

JUDGMENT SENT TO THE PARTIES ON
26 March 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

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.