



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Wardman  
**Respondent:** South Tees Hospital NHS Foundation Trust  
**Heard at:** Newcastle Employment Tribunal (remotely by CVP)  
**On:** 27<sup>th</sup>, 28<sup>th</sup> February and 1<sup>st</sup> March 2023  
**Before:** Employment Judge Sweeney  
**Appearances:** For the Claimant: In person,  
For the Respondent: Katie Nowell, counsel

## JUDGMENT

1. The claim of unfair constructive dismissal is well-founded and succeeds. The Claimant was unfairly constructively dismissed.
2. The Claimant contributed to the dismissal. It is just and equitable to reduce the basic and compensatory awards by 90% to reflect such contribution.
3. The Respondent is ordered to pay the Claimant:
  - a. Basic Award of £6,511.70 reduced by 90% = £651.17.
  - b. Compensatory award of £11,784.94 reduced by 90% = £1,178.49
4. The total award payable to the Claimant is **£1,829.66**.

Employment Judge **Sweeney**  
Date: 1 March 2023