



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss W Ashton  
**Respondent:** Eltherington Aluminium Limited  
**Heard at:** Hull **On:** 16<sup>th</sup> March 2017  
**Before:** Employment Judge Lancaster

## Representation

**Claimant:** In person  
**Respondent:** Mr J Searle, counsel

## JUDGMENT

1. By Consent it is declared that the Claimant was unfairly dismissed.
2. The Respondent is ordered to pay compensation to the Claimant as set out below:
  - 2.1 Basic award £2411.96  
(reduced by 65 per cent by reason of the Claimant's contributory conduct)
  - 2.2 Compensatory award £1835.75  
(increased by 10 per cent by reason of a failure to comply with the ACAS Code of Practice and reduced by 65 per cent by reason of the Claimant's contributory conduct and calculated as follows)
    - 2.2.1 Loss of earnings during the notice period  
(without the Claimant being required to give credit for sums earned in alternative employment) £3708.00
    - 2.2.2 Loss of statutory rights and other long-service benefits £600.00
    - 2.2.3 Loss of 1 month's employers' pension contributions £83.66
    - 2.2.4 Loss of enhanced employers' pension contributions  
(assessed by reference to a further 6<sup>th</sup> month period) £375.00  
£4766.66
    - 2.2.5 All other claims for compensation are dismissed
3. The Respondent is further ordered to pay to the Claimant costs in the sum of £875.00 (in reimbursement of tribunal fees)

Case: 1801941/2016

Note

Reasons for the remedy judgment having been given orally at the hearing, 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.

Employment Judge Lancaster

Date: 17 March 2017

Sent on 20 March 2017