



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J Pilkington  
**Respondent:** Adrian Garstang Ltd

**HELD AT:** Manchester **ON:** 16 June 2017

**Before:** Employment Judge Horne

## REPRESENTATION:

**Claimant:** Mr G Lee, solicitor  
**Respondent:** Mr S Robinson, solicitor

## JUDGMENT

1. The claimant was unfairly dismissed.
2. It would be just and equitable to make any compensatory award on the basis that, had the respondent acted fairly, the claimant would not have been dismissed for the alleged misconduct.
3. It would be just and equitable to reduce any basic and compensatory award by 50% to reflect the claimant's contributory conduct.
4. The parties having agreed terms of settlement, the claim for remedy is dismissed on withdrawal.

Employment Judge Horne

26 June 2017

JUDGMENT SENT TO THE PARTIES ON

29 June 2017

**Case No. 2401321/2017**

FOR THE TRIBUNAL OFFICE