



EMPLOYMENT TRIBUNALS

Claimant Mrs V Smith

Respondent Talon Engineering Ltd

Heard at: Bristol **On:** 23 May 2017

Before: Employment Judge Reed

Representation

Claimant: Mrs J Sefton, counsel

Respondent: Mr Probert, counsel

JUDGMENT

The judgment of the tribunal is that

- 1 The claimant was unfairly dismissed
- 2 The claimant contributed to her dismissal such that any award of compensation will be reduced by 15%
- 3 There will be a further reduction of 15% in any compensatory award to reflect the prospect that the claimant might have been fairly dismissed if a fair procedure had been followed
- 4 Determination of remedy will take place at the Bristol Employment Tribunal at 10am on 22 June 2017.

Employment Judge Reed
1 June 2017

JUDGMENT SENT TO THE PARTIES ON

1st June 2017

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

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.