



EMPLOYMENT TRIBUNALS

Claimant: Mrs P Hawes

Respondent: Rent Solutions Limited

Heard at: Manchester

On: 25 and 26 June 2018

Before: Employment Judge Aspden

REPRESENTATION:

Claimant: Mr A Rozycki, Counsel

Respondent: Mr S Joshi, Solicitor

JUDGMENT

1. The claimant's claim of breach of contract in relation to unpaid wages is not made out and is dismissed.
2. The claimant's claim of breach of contract in relation to notice pay is not made out and is dismissed.
3. The claimant's claim of unfair dismissal is made out. The claimant was unfairly dismissed.
4. In respect of any award of compensation for unfair dismissal:
 - a. any compensatory award should be reduced to reflect the 70% chance the claimant would have been dismissed fairly in any event.
 - b. any compensatory award should be increased by 20% due to the respondent's unreasonable failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures.
 - c. any compensatory award and any basic award should be further reduced by 60% on account of the claimant's conduct.

Employment Judge Aspden

Date 27 June 2018

JUDGMENT SENT TO THE PARTIES ON

20 July 2018

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.