



EMPLOYMENT TRIBUNALS

Claimant: Miss G Walton

Respondent: Mr Sharif t/a Dearnlea Park Care Home

Heard at: Leeds

On: 15 August 2018

Before: Employment Judge D N Jones

REPRESENTATION:

Claimant: In person, assisted by Mr D Walton, father

Respondent: Mrs R Towill, consultant

JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant was wrongfully dismissed.
3. The complaints for unauthorised deductions from wages are dismissed.
4. The respondent shall pay to the claimant damages in respect of the complaint of wrongful dismissal in the sum of £953.37, which includes an enhancement of 15% having taken account of the parties' respective unreasonable failures to comply with the ACAS Code of Practice on Discipline and Grievance Procedures.
5. The respondent shall pay to the claimant the sum of £2,767.21 in compensation for her unfair dismissal. That comprises a basic award of £495.00 and a compensatory award of £2,272.22. The compensatory award includes an enhancement of 15% having taken account of the parties' respective

unreasonable failures to comply with the ACAS Code of Practice on Discipline and Grievance Procedures. The recoupment provisions do not apply.

Employment Judge D N Jones

Date 15 August 2018

Note

Reasons for the 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.

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.