



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Annetts

Respondent: Marks and Spencer Plc

Heard at: Nottingham

On: Tuesday 7 May, Wednesday 8 May and Thursday 9 May 2019

Before: Employment Judge Evans (sitting alone)

Representation

Claimant: Mr R Jones of Counsel

Respondent: Mr J Crozier of Counsel

JUDGMENT ON LIABILITY

1. The Claimant was unfairly dismissed.
2. If a fair procedure had been followed there would have been a 25% chance that the Claimant would have been dismissed.
3. The Claimant contributed to her dismissal and it is just and equitable that any compensatory award is reduced by 25%.
4. The Claimant's basic award is reduced by 25% because it is just and equitable to do so in light of her conduct prior to dismissal.

Employment Judge Evans

Date: 24 May 2019

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

Notes

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.

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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.