



## EMPLOYMENT TRIBUNALS

**Claimant:** Ms R Benson

**Respondent:** On the Mark Consultancy Ltd

**Heard by CVP**

**On:** 28 October 2020

**Before:** Employment Judge L Burge

### **Representation**

**Claimant:** Unrepresented

**Respondent:** Ms Hammond, HR consultant

## JUDGMENT

1. The claim of unfair dismissal is well founded and succeeds.
2. The claim of wrongful dismissal not well founded and is dismissed.
3. There shall be a reduction to the basic and compensatory awards of 80% on the grounds of contributory fault, an uplift to the compensatory award of 10% for failure to follow the ACAS Code and a reduction to the compensatory award of 75% due to the chance of a fair dismissal.
4. The Claimant is awarded compensation of £994.52 to be paid by the Respondent to the Claimant. This award consists of:

(a) Basic award	£315.00
(b) Compensatory award:	
(i) loss of wages to date of hearing	£612.69
(ii) future losses and loss of statutory rights	£66.82

Employment Judge **L Burge**

Date: 28 October 2020