



EMPLOYMENT TRIBUNALS

Heard at: Southampton (by video) **On:** 13 April 2021

Claimant: Ms McCarthy

Respondent: Milford Del Support Agency Limited

Before: Employment Judge Fowell

Representation:

Claimant: Mr R Wayman instructed by Real Employment Law Advice Ltd

Respondent: Mr M West, instructed by Moorepay Ltd

JUDGMENT (ON LIABILITY)

1. The claimant's dismissal was unfair.
2. The dismissal was in breach of contract.
3. There was no unlawful deduction from wages.
4. The compensation payable to the claimant is increased by 15% under s.207A of the Trade Union and Labour Relations (Consolidation) Act 1992 to reflect the respondent's failure to follow the ACAS Code in relation to her grievance.
5. The parties are to provide dates to avoid within 7 days and will be notified of a date for the remedy hearing lasting half a day.

Employment Judge Fowell
Date 13 April 2021
Judgment sent to the parties: 26 April 2021
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.