



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Miss A Thompson**

**v City and Suburban Services Limited**

**Heard at:** London Central (by video)

**On:** 22 April 2021

**Before:** Employment Judge P Klimov, sitting alone

## **Representation**

**For the Claimant:** Mr S. Way (of Counsel)

**For the Respondent:** Mr J. Roddy (Paralegal)

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

## **JUDGMENT**

1. The claimant was unfairly dismissed by the respondent.
2. The respondent has unreasonably failed to comply the ACAS Code of Practice on Disciplinary and Grievance Procedures and 15% increase shall be applied to the compensatory award.
3. The respondent is ordered to pay the claimant compensation for unfair dismissal in the total sum of £17,150.62. This sum was agreed by the parties and includes the 15% increase to the compensatory award for the respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.

Signed: Employment Judge P Klimov  
London Central Region

Dated: 22 April 2021

Sent to the parties on:

22/04/2021

For the Tribunals 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.

### **Public access to employment tribunal decisions**

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