



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Richards  
**Respondent:** Swan Ems Limited  
**Heard at:** Cardiff via CVP **On:** 5 November 2022  
**Before:** Employment Judge R Havard

**Representation:**  
**Claimant:** In person;  
**Respondent:** Ms A Rumble, Counsel.

## JUDGMENT

It is the judgment of the Tribunal that the Claimant's claim of unfair dismissal is not well-founded and is dismissed.

Employment Judge R Havard  
Dated: 4 November 2022

ORDER SENT TO THE PARTIES ON 7 November 2022

FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS Mr N Roche

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.