



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Ms N Peprah-  
Boadu**

**v**

**Intergence Systems Limited**

**Heard at:** London Central (by Cloud Video Platform)

**On:** 7 November 2022

**Before:** Employment Judge Joffe  
Mr G Bishop  
Mr I McLaughlin

## **Representation**

**For the claimant:** In person

**For the respondent:** Mr J Munro, employment consultant

## **JUDGMENT ON REMEDY**

As corrected under rule 69 of the Tribunal Rules 2013

1. The respondent must pay the claimant the sum of £1630.17 as damages for wrongful dismissal.

2. The claimant contributed to her dismissal and the reduction to the basic and compensatory award which the Tribunal considers just and equitable is 33.33%.
3. It would not be just and equitable to make a *Polkey* reduction.
4. The respondent unreasonably breached the Acas Code of Practice on Disciplinary and Grievance Procedures and an uplift to the compensatory award of 25% is just and equitable.
5. The basic award, after deduction for contribution, which the respondent must pay to the claimant is £1050.
6. The total compensatory award, after uplift and deductions, which the respondent must pay the claimant is £10,787.47.

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Employment Judge Joffe  
London Central Region  
05/01/2023

Sent to the parties as corrected under rule 69  
on:  
.09/01/2023

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For the Tribunals Office