



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mrs. Yapp**

**v**

**Murray Productions Ltd.**

**Heard at:** Watford face to face in-person

**On:** 20-21 February 2023

**Before:** Employment Judge Coll (in person sitting alone)

## **Appearances**

**For the Claimant:** Mr. M. Arnold , Employment Law 4 U

**For the Respondent:** Ms. D. Ajibade, Peninsula Group Limited

## **JUDGMENT**

1. The claimant was unfairly dismissed by the respondent on 4 January 2022.
2. The principal reason for dismissal was not one which fell within section 98(2) of the Employment Rights Act 1996.
3. There was no investigation.
4. There were no grounds to reduce the award under Polkey or for contributory fault.
5. The liability hearing addressed whether there should be an uplift for failure to comply with the ACAS code for disciplinaries. The uplift for failure has been found to be 15%.

\_\_\_\_\_  
Employment Judge Coll

Date: ...27 February 2023.....

Sent to the parties on: 9<sup>th</sup> March 2023

For the Tribunal Office: GDJ

**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.

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