



EMPLOYMENT TRIBUNALS

Claimant: Deborah Swinden

Respondents: (1) Reclamet Ltd
(2) Reclamet (Holdings) Limited

Heard at: London South via CVP On: 09/02/2023 & 10/02/2023

Before: Employment Judge Krepski

Representation:

Claimant: Tony Pullen – Kent Law Clinic

Respondent: Stuart Brady – Counsel

JUDGMENT

1. I was informed by the parties that Reclamet (Holdings) Limited had given an undertaking with the effect of indemnifying Reclamet Ltd in respect of any award made against it. In any event, I find that the Claimant was employed by Reclamet Ltd and that that is the correct respondent.
2. The Claimant's complaint of unfair dismissal is well-founded. This means the Respondent unfairly dismissed the Claimant.
3. The Respondent was in breach of contract by dismissing the Claimant without notice.

4. The Respondent unreasonably failed to comply with the ACAS Code of Practice on disciplinary and grievance procedures and I find there should be an uplift of 10%.
5. The Tribunal will decide the remedy at a further hearing on 21st April 2023.

16/02/2023

Employment Judge Krepski

JUDGMENT SENT TO THE PARTIES ON
20/02/2023

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FOR THE SECRETARY OF EMPLOYMENT
TRIBUNALS

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.