



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss T Golding  
**Respondent:** Holland Properties Ltd  
**Heard at:** East London Hearing Centre  
**On:** 27 and 28 April 2023  
**Before:** Employment Judge Illing

## **Representation**

For the Claimant: In person  
For the Respondent: Mr Stephen Wyeth (Counsel)

# JUDGMENT

It is the Judgment of the Employment Tribunal that:

1. The Claimant was unfairly dismissed.
2. The Claimant did not contribute to her dismissal and no *Polkey* reduction shall apply.
3. The Respondent did fail to follow the ACAS Code in relation to her dismissal and that a 10% uplift shall be applied.
4. The claim for commission at 10% fails.
5. The claim for commission for July and August 2021 succeeds.
6. The claim for holiday pay is dismissed on withdrawal.
7. This matter is listed for a remedy hearing for the above Judgments.

**Employment Judge C Illing**  
**Date: 28 April 2023**