



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Locke

**Respondent:** Hydegate Pet Resort Limited

**Heard at:** Bristol (by CVP)

**On:** 13 and 14 September 2023

**Before:** Employment Judge Murdoch

## **Representation**

Claimant: Mr Goodwin, counsel

Respondent: Mr Meredith, in person

# JUDGMENT

1. The complaint of unfair dismissal under Part X Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed.
2. In respect of the calculation of remedy for unfair dismissal:
  - a. The claimant would not have been fairly dismissed if the respondent had followed a fair procedure in dismissing her.
  - b. An uplift of 20% will be made under section 207A(2) of the Trade Union and Labour Relations (Consolidation) Act 1992 to the compensatory award for unfair dismissal for the respondent's failure to follow the requirements of the ACAS Code of Practice on Disciplinary and Grievance Procedures in respect of the claimant's dismissal.
  - c. The claimant did not contribute by her conduct to her dismissal. Neither the basic nor compensatory award made by the Tribunal will be reduced accordingly.
3. The complaint of breach of contract in relation to one month notice pay is well-founded.
4. The Tribunal will decide the quantum at a remedy hearing on 11 October 2023.

Employment Judge Murdoch  
Date 14 September 2023

Judgment sent to the Parties: 10 October 2023

FOR THE TRIBUNAL OFFICE

Note

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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