



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Fiona Marnell

**Respondent:** Hertfordshire County Council

**Heard at:** Bury St Edmund's

**On:** 5th and 6th October 2023

**Before:** Employment Judge Richard Wood

## Appearances

For the claimant: In Person

For the respondent: Mr A Rozycki (Counsel)

## JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant was wrong fully dismissed by the respondent.
3. The respondent did not breach the contract employment with the claimant by failing to pay her a redundancy payment.
4. The respondent did not dismiss the claimant by reason of redundancy and was not under a statutory duty to make a redundancy payment to her.
5. The claim that the respondent was in breach of the contract employment with the claimant to pay her a cost of living increase backdated to 1st April 2022 is dismissed upon withdrawal by the claimant.

6th October 2023  
Employment Judge Wood  
Sent to the parties on:  
15 November 2023

.....  
For the Tribunal Office:

.....