



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Elliott-Johnson

**Respondent:** Ian Henery Solicitors Ltd

**Held:** By CVP

**On:** 27, 28 and 29 November 2023

**Before:** Employment Judge Craft

**Members:** Mrs R Barrett  
Mr I Ley

## **Representation**

Claimant: Herself

Respondent: Mr K Y Yoong, Former Director / Solicitor

# UNANIMOUS JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent for asserting a statutory right contrary to s.104(1)(b) Employment Rights Act 1996.
2. The Respondent shall pay the Claimant a compensatory award of £1,962 for her unfair dismissal. This compensation award will be increased by 25% which is a sum of £423 for the Respondent's failure to follow the ACAS Code of Practice in respect of Disciplinary and Grievance Procedures. Therefore, the total compensation award to be paid to the Claimant amounts to £2,115. The Recoupment Regulations do not apply to this award.
3. The Claimant was wrongfully dismissed by the Respondent and shall pay damages to the Claimant in the sum of £1,221 for this breach of her contract of employment.
4. The Claimant's claim of direct age discrimination fails and is dismissed.

5. The Respondent has requested the Tribunal to provide written reasons to the parties for its unanimous judgement.

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Employment Judge Craft  
Date 11 December 2023

Judgment sent to the Parties on 05 January 2024

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.