



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms C Anderson

v

Metroline Travel Limited

Heard at: Watford

On: 29-30 November 2023

Before: Employment Judge Hunt

Appearances

For the Claimant: Mr C. Ocloo

For the Respondent: Ms C Nicolaou

JUDGMENT

1. The claim of unfair dismissal under Part X of the Employment Rights Act 1996 is well-founded. The Claimant was unfairly dismissed by the Respondent.
2. The claim of wrongful dismissal is not well-founded.
3. The Claimant seeks compensation only and the amount of compensation to be awarded will be decided on a later occasion and will form the subject of a separate decision document. A remedy hearing has been listed for the morning of 14 February 2024. The basic award is to be reduced by 75% on account of the Claimant's conduct prior to her dismissal. The compensatory award is to be reduced by 75% on account of the likelihood she would have been dismissed had the Respondent acted fairly. The compensatory award is not subject to further deduction on account of the Claimant's contributory conduct.

Employment Judge Hunt

Date: 30 November 2023

Sent to the parties on: 9 January 2024

T Cadman
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.