



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs P Wilson

**Respondent:** Accommodating Care (Driffield) Ltd

**Heard at:** Hull **On:** 12 January 2024

**Before:** Employment Judge Miller

## **Representation**

Claimant: In person

Respondent: Dr E Hamisa – director

# JUDGMENT

1. CorinCare Uk Ltd is removed as a respondent and Accommodating Care (Driffield) UK Ltd is substituted in its place pursuant to rule 34 of the Employment Tribunal Rules of Procedure 2013.
2. The complaint of unauthorised deductions from wages was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unauthorised deductions from wages is therefore dismissed.
3. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
4. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 20 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
5. The respondent shall pay the claimant the following sums:
  - (a) A basic award of **£1511.45**

(b) A compensatory award of **£1080**.

**Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

Employment Judge **Miller**

Date 12 January 2024