



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Whelton

Respondent: Shirley Old People's Welfare Committee Limited

Heard at: Midlands West Employment Tribunal via video hearing

On: 26 and 27 February 2024

Before: Employment Judge Fitzgerald

Representation

Claimant: In person

Respondent: Mr Pickett, Counsel

JUDGMENT

The Judgment of the Tribunal is that:

1. The name of the Respondent is amended to Shirley Old People's Welfare Committee Limited.
2. The Claimant was unfairly dismissed.
3. The Claimant's compensatory award is reduced by 100% on the grounds that the Claimant would have been dismissed in any event and therefore the procedural defects made no difference to the overall outcome.
4. The Claimant's basic award is reduced by 100% on the grounds of her contributory fault.

Employment Judge Fitzgerald

Dated 27 February 2024

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.