



EMPLOYMENT TRIBUNALS

Claimant: Ms J Patel

Respondent: Mr J Joshi
Citygate Automotive Ltd

Heard at: Watford Employment Tribunal (In Public; In Person)

On: 19 March 2024

Before: Employment Judge Quill; Ms P Barratt; Mr D Sutton

Appearances

For the Claimant: Mr N Gathani, Friend
For the respondent: Ms C Jennings, Counsel

REMEDY JUDGMENT

- (1) The Respondent is ordered to pay the Claimant £2753.71 for breach of contract (failure to give proper notice).
- (2) The Respondent is not ordered to pay anything to the Claimant as compensation for unfair dismissal because
 - (i) The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 100%.
 - (ii) It is just and equitable to reduce the basic award payable to the claimant by 100% because of the claimant's conduct before the dismissal.
- (3) These were the only successful complaints and so the aggregate sum which the Respondent must pay is £2753.71.

COSTS JUDGMENT

(4) The Claimant's application for a preparation time order is refused.

Employment Judge Quill

Date: 19 March 2024

JUDGMENT SENT TO THE PARTIES ON
12 April 2024

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FOR THE TRIBUNAL OFFICE

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