



EMPLOYMENT TRIBUNALS

Claimant
Miss B Heaton

Respondent
Refreshment Systems Ltd

Heard at: By CVP
Before: Employment Judge P Morgan

On: 16 January 2025

Appearances

For the Claimant: In person
For the Respondent: Ms Mallows (HR Manager)

JUDGMENT

1. The complaint of unfair dismissal is well-founded and succeeds.
2. Under the principles in *Polkey v A E Dayton Services Ltd* [1988] A.C. 344 the compensatory award is limited to two weeks.
3. The amount of compensation to be awarded will be decided at a separate remedy hearing.

Employment Judge P Morgan
16 January 2025

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings.