



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Jeffrey Steven Wainwright

**Respondent:** Cardiff Council

**Heard at:** Cardiff Employment Tribunal (in person)  
**On:** 5, 6 & 7 March 2025

**Before:** Employment Judge E Macdonald

**Representation**  
**Claimant:** Mr Wainwright (litigant in person)  
**Respondent:** Mr Howells of Counsel

## JUDGMENT

1. The complaint of unfair dismissal is not well-founded. The Claimant was not unfairly dismissed.
2. The complaint of breach of contract (notice pay) succeeds.
3. The Claimant unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to decrease the award payable to the claimant by 15% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. The Respondent is to pay to the Claimant the sum of **£4,359.79** (net) in respect of damages for breach of contract. The calculation is as follows:
  - a. Notice entitlement: 12 weeks
  - b. Net weekly pay (agreed between the parties): £427.43
  - c. Calculation:  $(12 \text{ weeks} \times £427.43 / \text{week}) \times 0.85 = £4,359.79$

Approved by:

**Employment Judge E Macdonald**  
**7 March 2025**

JUDGMENT SENT TO THE PARTIES  
ON

12 March 2025

Kacey O'Brien  
FOR THE TRIBUNAL OFFICE

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

All judgments (apart from judgments under Rule 51) 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 and accompanying Guidance, which can be found here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)