



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Elaine Christian

**Respondent:** MS Cleaning Services Ltd

**Heard at:** Nottingham

**On:** 5 February 2025

**Before:** Employment Judge Price

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Andrew Young (Director)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a **100%** chance that the claimant would have been fairly dismissed in any event within 2 weeks of the effective date of termination.
3. 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 **15%** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. 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 compensatory award payable to the claimant by **15 %** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

5. 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 **80 %**.
  6. It is just and equitable to reduce the basic award payable to the claimant by **80 %** because of the claimant's conduct before the dismissal.
  7. The respondent shall pay the claimant the following sums:
    - (a) A basic award of **£494.21**.
    - (b) A compensatory award of **£73.22**.
- Note** that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.
8. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

***EJ Price***

**Employment Judge Price  
5 February 2025**

Judgment sent to the parties on:

...17 March 2025.....

For the Tribunal:

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**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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