



# EMPLOYMENT TRIBUNALS

**Claimant:** A Gibbs

**Respondent:** J Wilson

**Heard at:** Manchester ET

**On:** 30 & 31 January 2025

**Before:** Employment Judge Malik (sitting alone)

## **Representatives**

For the claimants: Mrs Gibbs (representative)

For the respondent: Mr Wilson (In Person)

# JUDGMENT

1. The Claimant was constructively dismissed by the Respondent.
2. The dismissal was unfair.

## Basic award

3. It is just and equitable to reduce the basic award on account of the claimant's conduct.
4. The respondent shall pay a basic award of £1035.28 net of the reduction in paragraph 3.

## Compensatory award

5. The claimant failed to engage with the ACAS code for grievances and it is just and equitable to make a reduction of 25% to any award.
6. The respondent shall pay a compensatory award of £776.46 net of the reduction in paragraph 5.

## Total award

7. The respondent shall therefore pay the basic and compensatory award to the claimant in the aggregate gross sum of £1811.74.

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Employment Judge Malik

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31 January 2025

JUDGMENT SENT TO THE PARTIES ON

11 April 2025

FOR EMPLOYMENT TRIBUNALS

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401750/2024**

Name of case: **A Gibbs** v **J Wilson**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 11 April 2025

**the calculation day** in this case is: 12 April 2025

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office