



EMPLOYMENT TRIBUNALS

Claimant: N Morokar
Respondent: Aquesta Ltd
On: 14 - 16 May 2025
Before: Employment Judge McAvoy Newns
Heard at: East London Employment Tribunal (via CVP)

Appearances:

For the Claimant: In person
For the Respondent: Ms Mayhew Hills, Consultant

JUDGMENT ON LIABILITY

1. The Claimant's claim for unfair dismissal is well founded and succeeds.
2. The Claimant unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures and it is just and equitable to reduce the compensatory award by 10%.
3. The Claimant contributed to her dismissal by reason of her blameworthy conduct and it is just and equitable to reduce her basic award and compensatory award by 25%.
4. The Claimant was dismissed in breach of contract and her claim for notice pay is well founded and succeeds.

Approved by:
Employment Judge McAvoy Newns
Dated: 16 May 2025

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>