



EMPLOYMENT TRIBUNALS

Claimant: Mrs P Mohsenvand

Respondent: Abbey Ravenscroft Park Nursing Home

Heard at: Watford (by CVP)

On: 24 and 25 April 2025

Before: Employment Judge Murdoch

Representation

Claimant: In person

Respondent: Mr Lomas, Tribunal advocate

JUDGMENT

1. The complaint of unfair dismissal under Part X Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed.
2. In respect of the calculation of remedy for unfair dismissal:
 - a. It is unlikely that the respondent would have dismissed the claimant in any event, so I do not make a Polkey deduction.
 - b. No uplift will be made under section 207A(2) of the Trade Union and Labour Relations (Consolidation) Act 1992 to the compensatory award for unfair dismissal with regards to the requirements of the ACAS Code of Practice on Disciplinary and Grievance Procedures in respect of the claimant's dismissal.
 - c. The claimant contributed by her conduct by 50%. Both the basic and compensatory award will therefore be reduced accordingly.
3. The complaint of breach of contract in relation to notice pay is well-founded and is awarded for four weeks.
4. The Tribunal will decide the quantum at a remedy hearing on **8 July 2025**.

Approved by:

Employment Judge Murdoch

25 April 2025

JUDGMENT & REASONS SENT TO THE PARTIES
ON 28 May 2025

FOR THE TRIBUNAL OFFICE