



EMPLOYMENT TRIBUNALS

Claimant: Mrs H Ryall

Respondent: Rogerstone and Bassaleg Social Club Ltd

Heard at: Cardiff **On:** 14 February 2019

Before: Employment Judge S Davies (sitting alone)

Representation

Claimant: in person (accompanied by husband)

Respondent: Mr N Henry, advocate

JUDGMENT

1. It is the decision of the Employment Judge sitting alone that the following claims are upheld:
 - a. unfair dismissal;
 - b. unpaid notice pay (10 weeks' pay);
 - c. unpaid holiday pay (number of days to be quantified).
2. The claimant contributed to her dismissal in part and a reduction in award of 10% is appropriate for her contribution.
3. The respondent unreasonably failed to comply with the ACAS Code on Disciplinary & Grievance. An uplift will be applied to the awards at a percentage to be determined.

ORDERS

4. Oral reasons were given at the hearing. The respondent made a request for written reasons at the hearing; these will be promulgated in due course.
5. By no later than 21 February 2019 the claimant will provide an updated schedule of loss showing how she calculates: holiday pay, basic award, past loss (from the date of termination to the date of the hearing) and future loss.

6. By no later than 28 February 2019 the respondent will provide a counter schedule of loss if it disagrees with any of the claimant's calculations.
7. By no later than 14 March 2019 the parties will inform the tribunal whether a remedy hearing is required, providing dates to avoid over a three-month period. Any remedy hearing will be listed (half day) not before 21 March 2019.

Employment Judge S Davies

Date 15 February 2019

JUDGMENT SENT TO THE PARTIES ON

.....16 February 2019.....

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FOR THE TRIBUNAL OFFICE