



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Kerr
Respondent: Vanwise Group Limited
Heard at: East London Hearing Centre (by Cloud Video Platform)
On: 28th April 2021
Before: Employment Judge Reid

Representation

Claimant: in person
Respondent: Mr G Jones, Lawdata Limited

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was video (V) (wholly remote). A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.

JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent contrary to s94(1) Employment Rights Act 1996 and the Tribunal makes a declaration to this effect.
2. The Claimant is not however entitled to any compensation because the Tribunal finds that notwithstanding the Respondent's procedural failing, there is a 100% chance she would have been dismissed in any event, meaning that any compensatory award would be reduced to zero. She is not entitled to a basic award as she has already received a statutory redundancy payment.

Employment Judge Reid
Date: 29th April 2021