



EMPLOYMENT TRIBUNALS

Claimant

Miss A Brooke

Respondent

National Crime Agency

v

Heard at: Leeds (by video)

On: 6-7 December 2021 and
28 January and 8 April 2022

Before: Employment Judge Dobbie (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Mr Ryan (Counsel)

JUDGMENT

1. The Claimant's claim of unfair dismissal is well founded and is upheld for the reasons given orally on 8 April 2022.
2. The Compensatory Award will be reduced by 60% under the rule in Polkey for the reasons given orally.
3. The Claimant contributed to her dismissal and the Compensatory and Basic Awards will both be reduced by 50% to reflect this. Reasons were given orally.
4. The Compensatory Award will be uplifted by 10% for the Respondent's unreasonable failure to follow the ACAS Code on Disciplinary and Grievance Procedures, for the reasons given orally.

Employment Judge Dobbie

Date: 11 April 2022