



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Christine Hinnells

**Respondent:** A J Ripley Ltd trading as Minster Cleaning Services

**Heard by** CVP (remote video link) **On:** 4 April 2024

**Before:** Employment Judge D N Jones

## REPRESENTATION:

**Claimant:** Mr R Trueman, son-in-law

**Respondent:** Mr A Ripley, Managing Director

# JUDGMENT

1. The respondent unfairly dismissed the claimant.
2. It is just and equitable to reduce the basic award by 50% having regard to conduct of the claimant before the dismissal.
3. It is just and equitable to reduce the compensatory award by 15% because of the unreasonable failure of the claimant to comply with the ACAS Code of Practice on Discipline and Grievance Procedures in failing to pursue an appeal.
4. It is just and equitable to reduce further the compensatory award by 50% as a consequence of contributory conduct of the claimant to the dismissal.
5. The respondent shall pay to the claimant compensation in respect of the unfair dismissal in the sum of **£1,939.60**. That comprises a basic award, after the above adjustment, of £702 and a compensatory award, after the above adjustments, of £1,237.60. The compensatory award is for loss of earnings of 26 weeks of £2,704 and loss of statutory rights of £208. The subtotal of £2,912 is reduced by the above proportions to leave the above amount.
6. The recoupment provisions apply. The prescribed element is £1,133.60 and the prescribed period is from 5 October 2023 to 4 April 2024. The total award exceeds the prescribed element by £842.63.

Employment Judge D N Jones

Date 4 April 2024