



EMPLOYMENT TRIBUNALS

Claimant: Mrs E L Paraskos

Respondent: East Sussex County Council

Heard at: London South (Ashford) On: 27, 28 & 29 June 2018

Before: Employment Judge John Crosfill

Representation

Claimant: Mr R Denman Counsel of Holden & Co

Respondent: Mr D Piddlington Counsel instructed by the Respondent

JUDGMENT

1. The Claimant's claim of unfair dismissal brought under Part X of the Employment Rights Act 1996 is well founded.
2. The tribunal found that it would be just and equitable to reduce the basic award by 50% pursuant to Section 122(2) of the Employment Rights Act 1996.
3. The Tribunal found that there was a 50% chance that if the Respondent had followed a fair procedure the Claimant would have been dismissed in any event. That is a matter that will be taken into account on any assessment of any compensatory award made under Section 123(1) of the Employment Rights Act 1996.
4. The Tribunal found that the Claimant's conduct caused or contributed to her dismissal and that would be just and equitable to reduce any award made by 50% pursuant to Section 123(6) of the Employment Rights Act 1996.
5. The Claimant has requested full written reasons and these will be supplied shortly.
6. The matter will be listed for a remedy hearing with a time estimate of 3 hours.

Employment Judge John Crosfill

Date 19 September 2018

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.