



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Mckay

Respondent: Bankhouse Care Limited

Heard at: ET Cardiff

On: 31 October 2024

Before: Employment Judge N Webb

Representation

For the Claimant: Representing herself

For the Respondent: Mr Henry (Legal Consultant)

JUDGMENT

1. The Respondent does not owe the Claimant any notice pay.
2. The Claimant was unfairly dismissed.
3. I make the following awards:

Basic Award

- Weekly wage = $42 \times £28 = £1176$ (Limited to statutory cap of £700)
- 5 years service over the age of 41 = $5 \times 1.5 = 7$ weeks
- 7 weeks @ £700 = **£4900.00**
- Contributory conduct reduction of 75%

Total Basic Award = **£1225.00**

4. I make no compensatory award as the claimant had no loss in consequence of the dismissal.
5. The Respondent is ordered to pay the Claimant **£1225.00**

Employment Judge N Webb

Date: 31 October 2024

JUDGMENT SENT TO THE PARTIES ON

07 November 2024

Adam Holborn
FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.