



EMPLOYMENT TRIBUNALS

Claimant: Ms LD Giraldo Varela

Respondent: Dennis James Property Services Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Claim for arrears of pay succeeds
2. The Respondent is ordered to pay the Claimant **£492.60 plus a 25% uplift of £123.15** for unreasonable failure to comply with the ACAS code of practice on disciplinary and grievance procedures
3. The Respondent is ordered to pay the Claimant the total sum of **£615.75**
4. The hearing listed for the **27 February 2020** is now cancelled.

Employment Judge Balogun

Date: 26 February 2020