



EMPLOYMENT TRIBUNALS

Claimant: Ms M Wakeman

Respondent: Canton Liberal Workingmen's Club and Institute Limited

Heard at: By Video Link **On:** 6th & 7th January 2022

Before: Employment Judge R F Powell

Representation:

Claimant: Mr Martlew, Lay Representative

Respondent: Mr Goldup, Consultant

Judgment

The judgment of the Employment Tribunal is:

1. The Claimant was unfairly dismissed.
2. The compensatory and basic awards are each reduced by 75% due to the Claimant's culpable conduct and, in respect of the compensatory award, the 45 percent prospect that the Claimant would, had a reasonable procedure been adopted by the Respondent, have been fairly dismissed.
3. The Respondent is ordered to pay the Claimant a basic award in the agreed sum of £1,950.00.
4. The Respondent is ordered to pay to the Claimant a compensatory award in the net sum of £402.50.

Employment Judge R Powell
Dated: 7th January 2022

REASONS SENT TO THE PARTIES ON 13 January 2022



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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.

The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply in this case.