



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Killick

Respondent: Ambrose Design Services Limited

Heard at: London South (remotely by CVP)

On: 2 December 2024

Before: Employment Judge Heath

Representation

Claimant: Ms J Bashford (Lay representative)

Respondent: Ms J Scarbrough-Lang

JUDGMENT

1. The claimant's claim for wrongful dismissal (notice pay) is not well-founded and is dismissed.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. There is a 100% chance that the claimant would have been fairly dismissed in any event, but in a period of four months from the date of dismissal.
4. The respondent must pay the claimant the net sum of £7995.04 in respect of compensatory award (£8797.28 minus mitigation of £802.24). This sum was agreed between the parties.

Employment Judge **Heath**

2nd December 2024

JUDGMENT SENT TO THE PARTIES ON
5th December 2024

FOR THE TRIBUNAL OFFICE

Notes

10.2 Judgment - rule 61
2018

February

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/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>