



# EMPLOYMENT TRIBUNALS

**Claimant:** Sharon Crowder  
**Respondent:** Kodali Enterprises Limited  
**Heard at:** Nottingham  
**On:** 9 and 10 December 2020  
**Before:** Employment Judge Richard Phillips

**Representation**

**Claimant:** In person  
**Respondent:** Mr P Maratos (representative)

## JUDGMENT

1. The Claimant was unfairly dismissed by the Respondent;
2. A 60% reduction in the compensatory award for unfair dismissal will be made under the principles in *Polkey v A E Fayton Services Limited*;
3. The Respondent shall pay to the Claimant the gross sum of £870.36 as a basic award;
4. The Respondent shall pay to the Claimant the net sum of £364.80 as a compensatory award; and
5. The Respondent shall pay to the Claimant the net sum of £400 for loss of statutory rights.

Note: This has been a hybrid remote video hearing. The Claimant attended in person, along with the Respondent's representative. The Respondent gave evidence remotely owing to a requirement to shield during the Covid19 pandemic. The parties did not object to the case being heard in this way. The form of remote hearing was V - video.

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Employment Judge Richard Phillips

Date: 10 December 2020

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

**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.

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