



EMPLOYMENT TRIBUNALS

Claimant

Ms N Brown

Respondent

v Castlerock Group Ltd

Heard at: London Central

On: 14 January 2020

Before: Employment Judge R Nicolle

Representation

For the Claimant: Mr L Ogilvy, Lay representative

For the Respondent: Ms L Quigley, counsel

JUDGMENT

Following the hearing of oral evidence from the claimant and Mr Fon Mbatang and for the Respondent from Diana Underwood, Director of Quality and Care and legal submissions from Mr L Ogilvy, for the claimant and Ms L Quigley for the respondent, the decision of the tribunal is that:

1. The claim for unfair dismissal is upheld but on the basis of a 100% deduction from the compensatory award under Polkey, and also for contributory conduct under S.123(6) of the Employment Rights Act 1996 (the "ERA") and a 100% deduction from the basic award under s.122(2) of the ERA, the compensation awarded to the claimant is nil.
2. The claim for wrongful dismissal (notice pay) fails and is dismissed.

Employment Judge R Nicolle

London Central Region

Dated 14 January 2020

Sent to the parties on:

17 January 2020

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

