



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Noone (Deceased)

**Respondent:** Zep (UK) Ltd

**Heard at:** Manchester

**On:** 21 & 28 October 2020 &  
16 December 2020

**Before:** Employment Judge Sharkett

## REPRESENTATION:

**Claimant:** Mrs L Bromilow (authorised by the personal representative of the claimant) 21 & 28 October

**16 December – No appearance**

**Respondent:** Mr Goldthorpe

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed.
2. The dismissal was procedurally unfair and **Polkey** applies to this case to the extent of 80%.
3. The claimant contributed to his own dismissal by culpable and blameworthy conduct to the extent of 100%.
4. The breach of contract claim is not well-founded and is dismissed.

Employment Judge Sharkett

Date: 22 December 2020

JUDGMENT AND REASONS SENT TO THE PARTIES ON  
13 January 2021

FOR THE TRIBUNAL OFFICE

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