



EMPLOYMENT TRIBUNALS

Claimant: Mr G Williamson

Respondent: Absolute Home Care Nottingham Limited

FINAL HEARING

Heard at: Midlands (East) (via CVP)

On: 8 & 9 December 2021

Before: Employment Judge Camp

Appearances

For the claimant: Ms R Miller (claimant's partner)

For the respondent: Miss K Zakrzewska, litigation consultant

JUDGMENT

- (1) The claimant was unfairly dismissed.
- (2) If the remedy is compensation:
 - a. no reduction is to be made pursuant to sections 122(2) and 123(6) of the Employment Rights Act 1996;
 - b. any compensatory award is reduced to one week's pay pursuant to the so-called Polkey principle (see Polkey v AE Dayton Services Ltd [1987] UKHL 8).
- (3) Without prejudice to any appeal or reconsideration application, in light of the above decision, and in light of the claimant seeking compensation only, it is agreed that the claimant's basic award is £598.50 and his compensatory award is £133. Accordingly, the respondent must pay the claimant a total sum of **£731.50**.

Employment Judge Camp

10 December 2021

Note: Reasons were given orally. Written reasons will not be provided unless they are asked for by a written request presented by either party within 14 days of the sending of the written record of the decision.

Case Number: 2600260/2021

Sent to the parties on:

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For the Tribunal Office:

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Note: Reasons were given orally. Written reasons will not be provided unless they are asked for by a written request presented by either party within 14 days of the sending of the written record of the decision.