



EMPLOYMENT TRIBUNALS

Claimant: Mrs B Joyce-Ludlow
Respondent: Sunrise Senior Living Limited

JUDGMENT

The application for a reconsideration dated 22 December 2017 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked. The matters set out in the Claimant's solicitor's letter dated 22 December 2017 had already been taken into account by me when arriving at my decision on the Polkey reduction. I formed the view that there was a good chance that no improvement would have occurred in the team relationships and that a fair dismissal would have occurred on or around 27 October 2016 in any event. I based this view on an assessment of the state of the team relationship prior to 15 August 2016. There were clearly serious issues at that time and by 10 August 2016 one team member had verbally resigned, another was off sick and another was looking for another job. My judgment was that, having regard to this level of dissatisfaction within the team, it was unrealistic to expect steps taken by the Respondent at that stage to have been likely to have repaired the team relationship and that a 60% Polkey reduction was appropriate.

Employment Judge Lang

Date 6 / 3 / 2018

JUDGMENT SENT TO THE PARTIES ON

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