



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Wilkinson

Respondent: Bureau Veritas Consumer Products Services UK Limited

HELD AT: Liverpool **ON:** 23, 24, 25 and 26 July
2018

BEFORE: Employment Judge Horne

MEMBERS: Mr R Tyndall
Mrs J C Fletcher

REPRESENTATION:

Claimant: Mr J Wilkinson, husband
Respondent: Mr N Cooksey, counsel

JUDGMENT

1. The claimant was unfairly dismissed.
2. The respondent did not discriminate against the claimant because of age.
3. The respondent did not breach the claimant's contract because it was contractually entitled to dismiss the claimant without giving notice.
4. Any compensatory award for unfair dismissal will be reduced to reflect the tribunal's finding that, had the respondent acted fairly, there is a 50% chance that the claimant would have remained employed by the respondent.
5. It is just and equitable to reduce the claimant's basic award of compensation by 50% to reflect the claimant's contributory conduct.
6. It would not be just and equitable to make any further reduction to the compensatory award to reflect the claimant's contributory conduct.

Employment Judge Horne

27 July 2018

SENT TO THE PARTIES ON
3 August 2018

FOR THE TRIBUNAL OFFICE

Note – Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which this judgment was sent to the parties. If written reasons are provided, they will be displayed on the tribunal's website.