



# EMPLOYMENT TRIBUNALS

**Claimant**  
Mr E Oliver

**Respondent**  
v Herefordshire Cricket Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Birmingham

**On:** 9 & 10 January 2019

**Before:** Employment Judge Lloyd

### Representation

**For the Claimant:**

In person

**For the Respondent:**

Mr G Graham, Counsel

## JUDGMENT

The tribunal's judgment is that:

- 1) The reason for the claimant's dismissal was redundancy.
- 2) The reason for dismissal was a potentially fair one under s.98(2) ERA
- 3) The claimant's dismissal was not procedurally fair. The claimant succeeds in his claim of unfair dismissal having regard to the general principles of fairness at s.98(4) ERA
- 4) The *Polkey* principle applies in an apportionment of 60/40 in the claimant's favour.
- 5) A remedy hearing has been listed. A remedy directions order is attached.

Employment Judge Lloyd

Dated: 10 January 2019