



EMPLOYMENT TRIBUNALS

Claimant: Mr M Reynolds

Respondent: PP Plasma Ltd

Heard at: Manchester

On: 20 February 2019

Before: Employment Judge Sharkett
(sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr P McCabe, Managing Director

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed. His claim for unfair dismissal is well-founded and succeeds.
2. The principles in **Polkey** apply to this case. The claimant's compensatory award is reduced by 100% to nil.
3. The claimant's basic award is reduced by 50% to reflect the claimant's culpable and blameworthy conduct that contributed to his dismissal.
4. The claimant is entitled to a basic award of £1,885.80. This is calculated as the claimant's date of birth (12/1/1969); date of dismissal (28 February 2018). At the date of dismissal, the claimant was 49 years old and had seven years' service. He is entitled to 10.5 weeks' pay for each year worked in the sum of £359.20 per each week, less 50% = £1,885.80.

Employment Judge Sharkett

Date 5 March 2019

JUDGMENT SENT TO THE PARTIES ON

08 March 2019

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2410400/2018**

Name of **Mr M Reynolds** v **PP Plasma Ltd**
case(s):

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **08 March 2019**

"the calculation day" is: **09 March 2019**

"the stipulated rate of interest" is: **8%**

MRS L WHITE
For the Employment Tribunal Office

