



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Williams

Respondent: Mersey Care NHS Foundation Trust

Heard at: Liverpool

On: 12 and 13 December 2019
16 January 2020

Before: Employment Judge Buzzard

REPRESENTATION:

Claimant: Mr J Hughes, Solicitor
Respondent: Mr M Hatfield, Solicitor

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal is well-founded as a result of an unfair procedural delay in the disciplinary process. Applying the principles of **Polkey v A E Dayton Services** and the finding that the delay made no material difference to the outcome of the process no monetary award is made in favour of the claimant.
2. The claimant's claim of wrongful dismissal is not well-founded and is dismissed.

Employment Judge Buzzard

Date: 21 January 2020

JUDGMENT SENT TO THE PARTIES ON

30 January 2020

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.