



EMPLOYMENT TRIBUNALS

Claimant: Mr J Tomlin

Respondent: CR Civil Engineering Limited

HELD AT: Sheffield (by CVP)

ON: 7 October 2020

BEFORE: Employment Judge Little

REPRESENTATION:

Claimant: Mr J Searle of Counsel (Direct Access)

Respondent: Mr W Lane, Consultant (Peninsula Business Services Ltd)

JUDGMENT

My Judgment is that:-

1. The claimant's dismissal was procedurally unfair.
2. There was a 60% chance that the claimant would have been dismissed fairly if there had been a proper redundancy procedure and accordingly in due course the award of compensation will be subject to a 60% reduction.

3. Unless the parties are able to agree remedy in the meantime, there will be a three hour hearing on 20 November 2020 by CVP (video) to decide remedy.

Employment Judge Little
Date 13th October 2020

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.