



EMPLOYMENT TRIBUNALS

Claimant: Mr N Furneaux

Respondent: Strasdin Joinery Limited

Heard at: Cardiff (CVP) **On:** 21 and 22 December 2020

Before: Employment Judge R Evans

Representation

Claimant: Mr T Wood (Counsel)

Respondent: Mr M Cameron (Non-Legal Representative)

JUDGMENT (Liability)

1. The Claimant's complaints of:
 - a. wrongful dismissal/breach of contract (notice pay),
 - b. unfair dismissal, and
 - c. failure to provide written statement of employment particularsare all well founded and succeed.
2. There is:
 - a. a deduction of 10% to the basic award pursuant to *section 122(2) Employment Rights Act (ERA) 1996*;
 - b. a 60% deduction pursuant to *Polkey v. AE Dayton Services Ltd [1987] UKHL 8*;
 - c. an uplift of 10% for the failure to adhere to *section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992*; and

- d. a deduction of 20% to the compensatory award pursuant to *section 123(6) ERA 1996*.
- 3. This judgment was made and took effect on 22 December 2020.
- 4. The remedy judgment to be set out separately.

.....
Signed by Employment Judge R Evans

22 December 2020

JUDGMENT SENT TO THE PARTIES ON 5 January 2021

.....

.....
FOR THE TRIBUNAL OFFICE

Notes

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.