



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Palmer

**Respondent:** Beaumont Accountancy Services

**Heard:** Remotely (by video link)      **On:** 1 February 2021

**Before:** Employment Judge S Shore

***Representation:***

**Claimant:** Mrs C Palmer, Lay Representative

**Respondent:** Mr E Buck, HR Consultant

## JUDGMENT ON LIABILITY

1. The claimant's claim of unfair dismissal is well-founded and succeeds.
2. The claimant contributed to her own dismissal by a factor of 50% and any basic or compensatory award shall be reduced by that percentage.
3. There should be no deduction of compensation in the unfair dismissal claim following the principle in the case of *Polkey v AE Dayton Services Ltd* [1987] UKHL 8.
4. The claimant's claim of breach of contract (non-payment of notice pay) is well-founded and succeeds.
5. The issue of remedy will be dealt with at a hearing on 8 March 2021. A Notice of Hearing and Case Management Order will be sent to the parties.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V - video. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

**Employment Judge Shore**

**Date 1 February 2021**

**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.

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