



EMPLOYMENT TRIBUNALS

Claimant: Mr Colin Kane

Respondent: Debmat Surfacing Limited

Heard at: Newcastle via CVP

On: 11th February 2021

Before: Employment Judge Pitt

Representation

Claimant: Mr Andrew Kane, Son

Respondent: Mr David Jackson, Consultant

JUDGMENT

1. The claimant was unfairly dismissed.
2. Applying the rule in Polkey there was a 25% chance of the claimant being fairly dismissed and any compensation awarded shall be reduced accordingly.
3. The compensatory award shall NOT be reduced by reason of the claimant's conduct.

Employment Judge Pitt

Date 15th February 2021

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.