



EMPLOYMENT TRIBUNALS

Claimant: M Falconer

Respondent: Medway Community Healthcare CIC

Held at: London South Employment Tribunal by CVP

On: 5 – 7 May 2021

Before: Employment Judge L Burge

Representation

Claimant: Ms Polimac (Counsel)

Respondent: Mr Kennedy (Counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The claim of unfair dismissal is well founded and succeeds;
2. There shall be a reduction to the basic and compensatory awards of 60% on the grounds of contributory fault, no uplift to the compensatory award for failure to follow the ACAS Code and a *Polkey* reduction to the compensatory award of 25%; and
3. The claim of wrongful dismissal is well founded and succeeds.

Employment Judge **L Burge**

Date 7 May 2021

JUDGMENT SENT TO THE PARTIES ON

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FOR EMPLOYMENT TRIBUNALS

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.

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.