



# EMPLOYMENT TRIBUNALS

**Claimant**  
Mr J Cooper

v

**Respondent**  
Centrica Plc

**Heard at:** Watford (By CVP)  
**Before:** Employment Judge Milner-Moore

**On:** 7 and 8 June 2021

## Appearances

**For the Claimant:** Ms Gilbert, Counsel  
**For the Respondent:** Mr Cook, Counsel

## COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals

This has been a remote / paper hearing on the papers which has been consented to / not objected to by the parties. The form of remote hearing was [insert the code and description from the list below]. A face to face hearing was not held because [insert e.g. it was not practicable and no-one requested the same or it was not practicable and all issues could be determined in a remote hearing / on paper]. The documents that I was referred to are in a bundle of [x] pages, the contents of which I have recorded. The order made is described at the end of these reasons. [The parties said this about the process: [add]]”

## JUDGMENT

1. The complaint of unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 succeeds. The claimant was constructively and unfairly dismissed by the respondent.
2. Had the unfair dismissal not occurred it is likely that the claimant's employment would have terminated by 25 February 2019 and the compensatory award is limited to the period between dismissal and 25 February 2019.
3. It is not just and equitable to make a reduction in compensation pursuant to s.207A of the Trade Union and Labour Relations Consolidation Act 1992.

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Employment Judge Milner Moore

Date: 25 June 2021.....

Sent to the parties on: 5 July 21

For the Tribunal Office

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.