



EMPLOYMENT TRIBUNALS

BETWEEN

Mr J Warburton **AND** **Houghtons Caravan & Holiday Services Limited**
Claimant **Respondent**

HELD AT **Birmingham** **ON** **4 and 5 May 2021**

EMPLOYMENT JUDGE Self

Representation

For the Claimant: Mr M Rudd - Counsel

For the Respondent: Mr J Jenkins - Counsel

JUDGMENT

- 1) The Claimant's claim of unfair dismissal is well-founded.
- 2) The Claimant's remedy is subject to:
 - a) 25% uplift for the respondent failing to follow the ACAS Code;
 - b) 50% reduction to both basic and compensatory award on account of the Claimant's contributory fault and that that reduction is just and equitable;
 - c) Compensatory award limited to 2 week's loss of earnings on account of Polkey.
- 3) The award for unfair dismissal is £2672.00
- 4) The claim for wrongful dismissal is dismissed

Employment Judge Self

DATE – 12 May 2021

Sent to the parties on:12 May 2021

For the Tribunal Neil Roche