



EMPLOYMENT TRIBUNALS

Claimant: Mr C Harte

Respondent: Rotech Laboratories Ltd

Heard at: Birmingham (by CVP)

On: 9 – 10 June 2021

Before: Employment Judge Meichen (sitting alone)

Appearances

For the claimant: Mrs Harte, the claimant's wife

For the respondent: Mr Hartley, solicitor

JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant received a redundancy payment and so is not entitled to a basic award.
3. There was a percentage chance that the claimant could have been fairly dismissed and a 35% deduction to the compensatory award will be made to reflect that.
4. The appropriate period for the claimant's future loss is 4 months.
5. The parties shall agree the figures for (a) past loss and (b) future loss as discussed at the hearing. The parties shall inform the Tribunal within 14 days of the agreed figures taking into account the Polkey deduction. The Tribunal will then issue a remedy judgment.
6. In the unlikely event that the figures are not agreed the parties will inform the Tribunal of the disagreement and a remedy hearing may need to be fixed with directions.

Employment Judge Meichen

Date 10 June 2021