



EMPLOYMENT TRIBUNALS

Claimant: Mr R Toms

Respondent: ISS Facility Services Limited

Heard at: Bristol Employment Tribunal
On: 4 and 5 January 2022

Before: Employment Judge Youngs

Representation

Claimant: In person

Respondent: Ms Step-Marsden of Counsel,

JUDGMENT

1. The Claimant was unfairly dismissed.
2. If the remedy is compensation, any compensatory award is reduced by 80% pursuant to the so-called Polkey principle (see Polkey v AE Dayton Services Ltd [1987] UKHL 8).
3. In light of the above, and in light of the Claimant seeking compensation only, the Claimant and Respondent agreed that the Respondent shall pay the Claimant the sum of £4,000 and accordingly the Respondent consented to an Order that it shall make such payment to the Claimant.

Employment Judge Youngs
Date: 5 January 2022

Judgment sent to parties: 31 January 2022

FOR THE TRIBUNAL OFFICE

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.