



EMPLOYMENT TRIBUNALS

Claimants: Mr Craig Milburn

Respondent: Illingworth Ingham Mcr Ltd

HELD AT: Manchester

ON: 18 January 2022

BEFORE: Judge Miller-Varey (sitting alone)

REPRESENTATION:

Claimants: Ms Nolan

Respondent: Ms J Letts, advocate, Citation

JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant's claim that he was unfairly dismissed is well-founded and accordingly succeeds; and
2. Absent the errors in the process it was 90% likely the Claimant would have been dismissed and accordingly his Compensatory Award will be reduced by that amount.

Tribunal Judge Miller-Varey
acting as a Judge of the Employment Tribunal
18 January 2022

JUDGMENT SENT TO THE PARTIES ON
14 February 2022

FOR THE TRIBUNAL OFFICE

Notes

1. 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 (no such request was made today) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

3. 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.