



EMPLOYMENT TRIBUNALS

Claimant: Mr T Jackson

Respondent: Swiss Re Management Limited

Heard at: London South (via CVP)

On: 15th and 16th August 2022

Before: Employment Judge Nicklin

Representation

Claimant: in person

Respondent: Mr C Kelly, Counsel

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was video, conducted using Cloud Video Platform (CVP). It was not practicable to hold a face-to-face hearing because of the COVID-19 pandemic.

JUDGMENT

It is the judgment of the tribunal that:

1. The Claimant's claim of unfair dismissal is well founded and succeeds.
2. The compensatory award shall be reduced under the rule in Polkey by 85% to reflect the chance that the Respondent would have fairly dismissed the Claimant in any event.
3. There shall be a remedy hearing on the date set out in a case management order sent to the parties with this judgment.

Employment Judge Nicklin
Date 17th August 2022

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.