



EMPLOYMENT TRIBUNALS

Claimant: Mr C Bozeat

Respondent: Macom GMBH UK Ltd

Heard at: 10am

On: 4-6 July 2023

Before: Employment Judge K Wright

Representation

Claimant: The Claimant appeared in person

Respondent: Mr Ali (of Counsel) appeared on behalf of the Respondent

JUDGMENT

1. The Claimant's claim for unfair dismissal succeeds. The following percentage uplifts and deductions have been applied:

- a) A 60% "Polkey" deduction applies to any compensation award.
- b) A preliminary view that a 10% ACAS uplift for failure to comply with the Acas Code of Practice on Disciplinary and Grievance Procedures (Acas Code) would likely apply was expressed.

The case is to be listed for a separate remedies hearing.

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.

Employment Judge **K Wright**

Date 6 July 2023

JUDGMENT SENT TO THE PARTIES ON

19/07/2023

FOR THE TRIBUNAL OFFICE