



EMPLOYMENT TRIBUNALS

Claimant: Mr C Cutmore

Respondent: McFarlane Telfer Ltd

Heard at: Reading (via video) **On:** 16, 17, 18, 23, 24 August 2023

Before: Employment Judge Shastri-Hurst

Representation

Claimant: Mr Johnson (lay representative)

Respondent: Ms Jewell (respondent's International People Operations Manager)

JUDGMENT

1. The claimant's claim of unfair dismissal is well-founded and is upheld;
2. No reduction in compensatory award will be made pursuant to the rule in Polkey v AE Dayton Services Ltd [1988] ICR 142;
3. A reduction of 15% will be applied to the compensatory award pursuant to s123(6) of the **Employment Rights Act 1996**.

Employment Judge Shastri-Hurst

Date: 24 August 2023

JUDGMENT SENT TO THE PARTIES ON

2 October 2023

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.