



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr J Kerrane**

**v**

**National Grid (UK) Limited**

**Heard at:** Birmingham

**On:** 22 to 29 January 2024

**Before:** Employment Judge Robin Broughton  
Mr P Davis  
Mrs H Astill

**Appearances:**

For Claimant: Dr Ahmed, counsel

Respondent: Ms C Davies, counsel

## JUDGMENT

1. The Claimant's claim of direct age discrimination fails and is dismissed.
2. The claimant was dismissed unfairly.
3. The failures, however, were procedural and would have made no difference to the outcome (Polkey).
4. The deemed reason for dismissal under s139 Employment Rights Act 1996 (ERA) is redundancy.
5. The claimant is not entitled to a redundancy payment as he unreasonably refused an offer of suitable alternative employment from an associated employer (ss 141 and 146 ERA).

6. The parties are reminded of s121 ERA.
7. The parties had requested a stay in relation to remedy issues but are to update the tribunal on the position within 2 months.

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Employment Judge Broughton

Date: 30 January 2024

**Note:**

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.