



## EMPLOYMENT TRIBUNALS

**Claimant:** Mr Laidlaw

**Respondent:** Muller UK & Ireland Group LLP

**Heard at:** Bristol (by CVP)

**On:** 10 and 11 April 2024

**Before:** Employment Judge Murdoch

### **Representation**

Claimant: In person

Respondent: Ms Amesu, counsel

## JUDGMENT

1. The complaint of unfair dismissal under Part X Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed.
2. In respect of the calculation of remedy for unfair dismissal:
  - a. There has not been any procedural unfairness in this case, so it is not necessary to consider a Polkey deduction.
  - b. No uplift will be made under section 207A(2) of the Trade Union and Labour Relations (Consolidation) Act 1992 to the compensatory award for unfair dismissal with regards to the requirements of the ACAS Code of Practice on Disciplinary and Grievance Procedures in respect of the claimant's dismissal.
  - c. The claimant contributed by his conduct to his dismissal by 30%. Both the basic and compensatory award will be reduced accordingly.
3. The complaint of breach of contract in relation to notice pay is well-founded and is awarded for one month.
4. The complaint in respect of holiday pay under regulation 30 Working Time regulations 1998 is not well-founded and is dismissed.
5. The Tribunal will decide the quantum at a remedy hearing on 20 June 2024.

---

Employment Judge Murdoch  
11 April 2024

Judgment sent to the Parties on 30 April 2024

For the Tribunal Office

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.