



EMPLOYMENT TRIBUNALS

Claimant: Mr. J Lawson

Respondent: Mitie Ltd

Heard at: Manchester, by CVP

On: 16 and 17 June 2025

Before: Employment Judge KM Ross

REPRESENTATION:

Claimant: In person

Respondent: Mr K Harris, counsel

JUDGMENT

1. The Claimant was unfairly dismissed, for procedural reasons, pursuant to sections 95 and 98 Employment Rights Act 1996.

2. However by reason of the principle in *Polkey v AE Dayton services Ltd* 1987 IRLR 503, there is a 100 % chance that the claimant would have been fairly dismissed if a fair procedure had been followed and so the award of compensation is nil.

3. In the alternative, the claimant caused or contributed to the dismissal by blameworthy conduct, and it is just and equitable to reduce the compensatory award payable to the claimant by 100 %. I also find it is just and equitable to reduce the basic award payable to the claimant by 100 % because of the claimant's conduct before the dismissal.

Approved by Employment Judge KM Ross

17 June 2025

Judgment sent to the parties on:
30 July 2025

For the Tribunal:

Public access to employment tribunal decisions

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Recording and Transcription

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>