



EMPLOYMENT TRIBUNALS

Claimant: Mr Lee Hudson

Respondent: British Telecommunications Plc

Heard at: CVP (online)

On: 5–6 October 2026

Before: Employment Judge Winfield

Representation

Claimant: In person

Respondent: Ms Meryl Hanmer (solicitor)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's complaint of unfair dismissal is well founded. The Claimant was unfairly dismissed.
2. The Claimant's basic award is reduced by 30% under section 122(2) of the Employment Rights Act 1996. The Respondent shall pay the Claimant a basic award of **£5,284.65**.
3. The compensatory award was calculated by allowing:
 - a) loss for the two-week period from 24 September to 7 October 2025 during which a fair procedure could have been completed;
 - b) loss from 8 October 2025 to 8 March 2026, when the Claimant remained out of work;
 - c) the reduced earnings for six months after he commenced lower-paid employment with Renishaw on 9 March 2026;
 - d) pension loss; and
 - e) the value of the other benefits found to have been lost, including broadband/TV, loss of statutory rights, the DV/security allowance, life assurance and additional insurance benefits.
4. The compensatory loss before percentage adjustments was £36,393.84, comprising £1,696.82 for the two-week fair-process period and £34,697.02 for later loss.

5. The compensatory award is reduced by 70% in respect of loss arising after the date by which a fair procedure could have been completed, in accordance with *Polkey* principles.
6. The compensatory award is increased by 10% under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 for the Respondent's unreasonable failure to comply with the ACAS Code of Practice.
7. The compensatory award is then reduced by 50% under section 123(6) of the Employment Rights Act 1996 because of the Claimant's contributory conduct. The Respondent shall pay the Claimant a compensatory award of **£6,658.26**.
8. The total monetary award is **£11,942.91**, comprising the basic award and compensatory award stated above.
9. The award is calculated as net earnings. No grossing up is required.
10. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply. For the purposes of those Regulations:
 - a) the monetary award is £6,658.26;
 - b) the prescribed element is **£4,906.26**;
 - c) the period to which the prescribed element is attributable is 23 September 2025 to 8 September 2026; and
 - d) the amount by which the monetary award exceeds the prescribed element is **£1,752.00**.

Approved By:
Employment Judge Winfield
6 October 2026

Sent to the parties on:
8th October 2026
For the Tribunal Office

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint

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