



EMPLOYMENT TRIBUNALS

Claimant: Miss L Hirons
Respondent: Centrica PLC
Heard at: Leicester
On: 10 & 11 September 2019
17 & 18 December 2019
Before: Employment Judge Ahmed (sitting alone)

Representation

Claimant: Mr J McCracken of Counsel
Respondent: Miss L Kaye of Counsel

JUDGMENT

The judgment of the tribunal is that:

1. The Claimant was unfairly dismissed.
2. There shall be no reduction in the compensation due to contributory conduct or pursuant to the **Polkey** principle (*Polkey v AE Dayton Services Ltd [1987] IRLR 503*).
2. The Claimant was dismissed in breach of contract.
3. The complaint of an unlawful deduction of holiday pay is dismissed upon withdrawal.
4. The issue of remedy is agreed. The Respondent shall pay to the Claimant £17,000.00 (net) as compensation for unfair dismissal and damages for breach of contract.
5. The Recoupment Regulations do not apply.

Employment Judge Ahmed

Date: 8 January 2020

JUDGMENT SENT TO THE PARTIES ON

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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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.