



EMPLOYMENT TRIBUNALS

Claimant: Mr J Mitchell

Respondent: Johnsons Cars Ltd

Heard at: Manchester via CVP **On:** 11 March 2021

Before: Employment Judge Serr

Representation

Claimant: Mr J Mitchell in person

Respondent: Mr Yeates, HR officer

JUDGMENT

1. The Claimant's Claim for Unfair Dismissal is well founded.
2. The Claimant would have been fairly dismissed in any event and compensation is reduced by 100% to reflect that fact pursuant to the principle in *Polkey v A E Dayton Services Ltd* (1988) ICR 142

Employment Judge Serr
Date 11 March 2021

JUDGMENT SENT TO THE PARTIES ON
16 March 2021

FOR THE TRIBUNAL OFFICE

Notes

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.