



EMPLOYMENT TRIBUNALS

Claimant: Mrs Y Wright

Respondent: Deltec industries Limited

Heard at: Manchester **On:** 31 October 2022, 1 and 29
November 2022

Before: Employment Judge Leach

Representation

Claimant: Mr Sangha (counsel)

Respondent: Ms Afriyie (Consultant)

JUDGMENT

1. The claimant was unfairly dismissed. She did not, by her actions, cause or contribute to her dismissal. It is not appropriate to make any reduction to a compensatory award by applying the principles in the judgment in **Polkey v. AE Dayton Services Limited [1988] AC 344.**
2. The claimant was wrongfully dismissed. She was dismissed without notice in circumstances where the terms of her contract of employment did not permit that.
3. The complaint that the claimant was not compensated for her accrued (untaken) annual leave is dismissed following its withdrawal.

Employment Judge **Leach**
Date 29 November 2022

JUDGMENT SENT TO THE PARTIES ON
1 December 2022

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.

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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.